



Scope of Work

Co-Chairs:

- Amy Zilk - Assistant Principal, Vista Unified
- Francesca Lopez - Professor, Penn State University

Council Purpose: Close the opportunity gap, and prepare all students for success in college and career by ensuring each child receives equitable access to develop to their full academic and social potential

Authority: Advisory to the Superintendent

Responsibilities:

- Recommend professional development for staff & workshops for parents through our Vista Institute for Parents
- Ensure that all environments reflect our commitment to equity and anti racism
 - Review discipline policies, practices, and procedures to ensure equity
 - Review grading policies and practices
 - Audit all instructional materials, practices, and spaces to ensure they are culturally responsive
 - Review recruitment, assignment, hiring, and retention practices
- Review budget for district and schools through an equity lens

Desired Outcomes:

- Refocused culture on setting high expectations for all students & staff that incorporates anti-bias and culturally responsive teaching practices
- Culturally relevant learning environments that support all students in the successful completion of the A-G requirements
 - Discipline rates that mirror the demographics of the district
 - Grading policies and practices align with district values
 - Increased diversity among staff members
 - Expanded instructional materials that include positive representations from diverse cultures and backgrounds; staff promote inclusiveness in practices and spaces
- Equitable funding that reflects the values of the district

Composition (29 members):

- 2 Co-Chairs
- 3 Principal Representatives



- 4 Teacher Representatives
- 2 Social Worker Representatives
- 2 Staff Representatives
- 5 Student Representatives
- 3 Parent Representatives (PTA, DPAC, and DELAC)
- 2 Association Representatives (CSEA and VTA)
- 2 Board Representatives
- 3 Community Representatives
- 1 National Advocacy Advisor

Meeting Dates and Times: Monthly on the first Thursday from 4:00-5:30 pm

Forum Dates: There will be two community forums held during the school year

Location: Virtual