



Curriculum and Assessment

- Who and what is present / missing from our curriculum?
- How do our assessments favor or disservice particular groups or individuals?
- What questions could help guide curriculum/assessment planners in their work toward equitable practices?
- How does implicit bias impact decision making in this area?

Hiring / Retention

- What practices would draw diverse experts to our district?
- What district-wide initiatives and practices would aid retention of diverse experts?
- What questions would help guide HR in their work toward equitable practices?
- How does implicit bias impact decision making in this area?

District Policies and Procedures

- Are district policies and procedures equitable?
- If not, where should attention be focused to affect change?
- What are guiding questions that can help ensure that district policy is equitable for staff and students?
- How does implicit bias impact decision making in this area?

Community Engagement

- How does family and community outreach occur regularly, and through what means?
- Is district communication provided in multiple ways to ensure equitable access?
- How does implicit bias impact decision making in this area?

Student Support Services

- What support services are available to our students?
- Are support services provided equitably?
- What support services are not currently available that would be beneficial?
- What questions would help guide support services in their work toward equitable practices?
- How does implicit bias impact decision making in this area?

Behavior / Interventions

- Are current district behavior plans equitable?
- Are thresholds for removing students from general classroom (to alternative ed) specific and nonbiased? Are thresholds subjective?
- Are interventions made by qualified individuals prior to removal to alternative ed settings?
- What questions would help make behavior and intervention plans student-focused and equitable?
- How do we ensure that students of diverse needs are not punished for exhibiting those needs? In other words, so that cultural differences (etc.) are not basis for non-compliance?
- How does implicit bias impact decision making in this area?

Student Experiences and Activities

- What students are included in (take advantage of) student activities?
- What students are not included in (or taking advantage of) student activities?
- What barriers prevent students from participating?
- How does implicit bias impact scheduling and decision making in this area?

Student Safety and Engagement

- Do all students feel safe and engaged at school?
- Which students do not feel safe or engaged at school?
- What supports are in place for students who feel unsafe or unengaged?
- How does implicit bias impact decision making or problem solving in this area?