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| **Helping All Students Succeed Creating Equitable Learning Environments for All**  *“We believe that equity of opportunity, and equity of access to our programs, services and resources are critical to the achievement of successful outcomes for all those whom we serve, and for those who serve our school system … The Board is therefore committed to ensuring that fairness, equity, and inclusion are essential principles of our school system and are integrated into all our policies, programs, operations, and practices.”*  *Toronto District School Board Equity Foundation Statement*  **Message to Parents**  *Our vision is for all students to succeed. It is critical that we provide safe and caring schools where students have the resources and tools they need to be successful.*  *We have done a lot of work to support our students, but still, not all students are as doing as well in school as they should be. We need to change that.*  *We are looking at how we support all of our students and are taking a more focused approach. We must help those who aren’t reaching their potential, while also continuing to inspire, engage and raise the bar for all students.*  *Your voice and opinion is an important part of this conversation. Please join the discussion and share with us your thoughts on how parents and schools can work together to improve the learning experience for students.*  *There are three ways to share your insights and ideas: during an online webcast about equity, through an online form or an in-person consultation session. Visit our website to learn more about this work and how to share your thoughts. This is just the beginning of the conversation; we will continue to listen and consult with you as we develop and implement our plan.*  **Selected Year 1 Actions**  **Policy**  Develop and Implement appropriate staff training to support effective policy implementation at all levels of the organization.  **Budget**  As part of the budget process, include consideration of strategies intended to address persistent achievement, opportunity and participation gaps.  **Access & Secondary Program Review**  Begin consultation with students system-wide to inform secondary program visioning, strategy and planning.  **School Improvement Process**  Support our system leaders and school leaders to enhance our school effectiveness/school improvement process that includes supporting schools to arrive at an authentic focus for achievement, well-being and equity.  **Leadership Capacity Plan**  Build capacity for all leaders…explicitly focusing on the following component(s):…formal anti-racism and anti-oppression training to better integrate our school improvement and equity commitments, as well as to help leaders engage their staff in discussing issues of power and privilege to confront bias and eliminate barriers.  **Inclusion and**  **Special Education**  Develop comprehensive, user-friendly, plain language resources to provide parents with information about special education programs, services and supports, including upcoming changes to the Home School Program model, as well as the process for participating in consultations related to the Annual Review of the TDSB Special Education Plan.  **Employment Equity**  Review of Programs: Employee Services, in conjunction with our Staff Development personnel, to enhance leadership training and sensitivity to identify and remove any barriers that may exist for our employees. All existing programs will be reviewed to ensure they are delivered to reflect the Board’s commitment to equity and inclusion.  **Helping All Students Succeed Creating Equitable Learning Environments for All**  **Community Consultation Website**  http://www.tdsb.on.ca/Community/  PublicConsultations/Equity.aspx  **We want to hear from you….**  Your voice and opinion is an important part of this conversation.  Please join the discussion and share with us your thoughts on how parents and schools can work together to improve the learning experience for students.  What insights or reflections do you have about equity or the draft framework and do you have any comments?  **Join the conversation about Equity in the TDSB**  *“We believe that equity of opportunity, and equity of access to our programs, services and resources are critical to the achievement of successful outcomes for all those whom we serve, and for those who serve our school system … The Board is therefore committed to ensuring that fairness, equity, and inclusion are essential principles of our school system and are integrated into all our policies, programs, operations, and practices.”*  *-- TDSB Equity Foundation Statement*  Our vision is for all students to succeed. It is critical that we provide safe and caring schools where students have the resources and tools to be successful.  We have done a lot of work to support our students, but still, not all students are doing as well in school as they should be. We need to change that.  We must take a more strategic and focused approach help those who aren’t reaching their potential, while also continuing to inspire, engage and raise the bar for all students.  We have looked at our past efforts, leveraged the expertise and experiences we have heard from our communities and have considered where we want to go and how we need to change to get there. The result is a draft of an Integrated Equity Framework Action Plan. This approach requires a shift in how we approach equity in the TDSB and we want to hear from you.  Your voice and opinion is an important part of this conversation. Please join the discussion and share with us your thoughts on how parents and schools can work together to improve the learning experience for students.  We also invite you to read the [draft framework](http://www.tdsb.on.ca/Portals/0/draft_IntegratedEquityFrameworkActionPlan_220916.pdf) (or, the [summary version](http://www.tdsb.on.ca/Portals/0/EFAP_user%20friendly.pdf)), and share:   * What insights or reflections do you have about equity or the draft framework? * Did it resonate with you? * Is there anything missing? * What comments do you have? | **帮助所有学生取得成功**  **为所有人创造公平的学习环境**  *“我们相信每个人都应该有平等的机会和平等的渠道来获取我们的教育项目、服务和资源，这对于我们的服务对象和为学校系统提供服务的人士取得成功至关重要。所以教育局致力于确保公平、平等和包容成为我们整个学校系统的核心原则，并融入到我们的政策、计划、运作和实践中。”*  *多伦多教育局（TDSB）平等基金宣言*  **给家长的信息**  *我们的愿景是帮助所有学生取得成功。关键在于我们要为学生提供安全和充满关怀的校园，使他们拥有成功所需的资源和途径。*  *我们已经做了很多工作来支持我们的学生，但并非所有学生都在学校里发挥出了全部的潜力。我们需要对此作出改变。*  *我们正在研究如何为所有学生提供支持，正在采取更有针对性的措施。我们必须为没有发挥出全部潜力的学生提供帮助，同时继续激励、带动所有学生，提高对他们的要求。*  *您的看法和意见是这一沟通过程中很重要的一部分。对于家长和学校如何共同努力来改善学生的学习体验，欢迎您加入讨论，与我们分享您的想法。*  *有三种方式可以分享您的见解和想法：参加有关平等议题的在线网络广播，填写在线表格或者亲自参加咨询会。请访问我们的网站，了解更多信息并分享您的看法。这只是沟通过程的第一步，我们将随着计划的制定和实施继续倾听您的意见，与您进行探讨。*  **第1年行动方案**  **政策**  制定和实施合适的员工培训，使政策在机构内部的各个层级都得到有效实施。  **预算**  作为预算过程的一部分，其内容包括考虑实施一些措施，以处理学生在成绩、机会和参与等方面长期存在的差距。  **教学资源获取与中学课程审议**  在整个学校系统与学生展开咨询和讨论，介绍中学课程计划的愿景、措施和规划。  **学校改进程序**  协助教育系统和学校的领导加强学校运作的有效性/进行学校各项工作的改进，其中包括帮助学校将关注点真正放在学生的成绩、身心健康和平等上。  **领导能力培养方案**  帮助所有领导培养领导力……明确关注以下几个方面：……正式的反种族主义和反压迫培训，以更好地将改进学校工作、践行平等的承诺融入其中，同时帮助领导们带领教职员工参与权力和特权议题的讨论，直面偏见，消除障碍。  **包容和特殊教育**  开发综合性、便于应用和理解的资源，为家长们提供有关特殊教育计划、服务和支持的信息，其中包括家庭学校计划（Home School Program）模式即将引入的改变，以及与TDSB特殊教育方案年度审议相关的咨询参与过程。  **就业平等**  计划回顾：员工服务部门、联同我们的员工发展工作人员，强化领导力培训并增强敏感性，及时发现并消除任何可能对于雇员存在的障碍。所有现有的计划都将接受审议，以确保它们反映出了教育局对平等和包容的承诺。  **帮助所有学生取得成功**  **为所有人创造公平的学习环境**  **社区咨询网站：**  http://www.tdsb.on.ca/Community/  PublicConsultations/Equity.aspx  **我们想听到您的意见….**  您的看法和意见是这一沟通过程中很重要的一部分。对于家长和学校如何共同努力来改善学生的学习体验，欢迎您加入讨论，与我们分享您的想法。  您对于平等议题或框架草案有什么见解和思考？您有任何评论吗？  **加入TDSB关于平等议题的探讨**  *“我们相信每个人都应该有平等的机会和平等的渠道来获取我们的教育项目、服务和资源，这对于我们的服务对象和为学校系统提供服务的人士取得成功至关重要。所以教育局致力于确保公平、平等和包容成为我们整个学校系统的核心原则，并融入到我们的政策、计划、运作和实践中。”*  *多伦多教育局（TDSB）平等基金宣言*  我们的愿景是帮助所有学生取得成功。关键在于我们要为学生提供安全和充满关怀的校园，使他们拥有成功所需的资源和途径。  我们已经做了很多工作来支持我们的学生，但并非所有学生都在学校里发挥出了全部的潜力。我们需要对此作出改变。  我们必须采取更加富有战略意义和针对性的方法，来帮助没有发挥出全部潜力的学生，同时继续激励、带动所有学生，并提高对他们的要求。  我们对过去所做的努力进行了回顾，借助社区为我们提供的专长和经验，思考了将来的发展方向、以及我们需要做出怎样的改变才能达成目标。取得的成果就是这份《消除歧视促进平等框架行动方案》（Integrated Equity Framework Action Plan）的草案。这一方法需要我们对TDSB内部处理平等议题的做法进行改变，我们需要您的意见。  您的看法和意见是这一沟通过程中很重要的一部分。对于家长和学校如何共同努力来改善学生的学习体验，欢迎您加入讨论，与我们分享您的想法。  我们还想邀请您阅读这份框架草案（或者其摘要版本），并分享：   * 您对于平等议题或这份框架草案有什么见解或思考？ * 草案和您的想法契合吗？ * 我们是否了遗漏了任何内容？ * 您有任何评论吗？ |