



Creating Equitable Learning Environments For All

Developing an Integrated Equity Framework Action Plan

The TDSB has a long-standing commitment to equity and is a leader in supporting equity with innovative programs, inclusive curriculum, professional learning and strategies to close achievement, participation and opportunity gaps. We are committed to creating equitable and inclusive learning environments for all and recognize that to take our efforts to the next level, we must adopt a more focused, strategic approach.

We have reflected on our past efforts, leveraged the expertise and experiences we have heard from our partners and stakeholders and have considered where we want to go and how we need to change to get there. The result is a draft of the Integrated Equity Framework Action Plan.

What are we doing?

With this plan, we are taking coordinated action to embed equity into everything we do, beginning with training to provide all staff with critical skills, knowledge and leadership capacity, to reviewing all our policies and practices to make sure they are consistent with our system equity priorities, and aligning our resources with those priorities to making sure that every school has the support it needs to create the right learning conditions for improved achievement and well-being for each and every student in our system.

Why is this important?

We are committed to making sure that equity is embedded into everything we do, every day, because we believe that ensuring equitable learning opportunities, supports and an inclusive learning culture for every student in every classroom, school is the only way to provide improved achievement and well-being for all our students.

- Set a consistent policy direction
- Align resources with key system priorities
- Takes concrete steps to create an equitable inclusive learning culture throughout the TDSB and within each and every school and classroom.
- Lead to measurable improvement in achievement and well-being for all students

How is this approach different?

It is a coordinated, strategic approach focuses the efforts of the entire system and all aspects of our work within one all-encompassing equity framework, which will lead to measurable improvement in achievement and well-being for all students, by:

- Setting a consistent policy direction
- Aligning resources with key system priorities
- Taking concrete action to give every the school the tools, resources and support it needs to create an equitable, inclusive learning culture in every classroom.

Where are we focusing our efforts?

We are focusing our actions in seven strategic component areas: policy, budget, access and secondary program review, school improvement process, leadership capacity plan, inclusion and special education, and employment equity.



How will this action plan impact student achievement and well-being?

By putting equity at the centre of all our work, making it the essential foundation of all our policies, practices, relationships and learning environments, and ensuring that all staff in every school have the knowledge, skills, supports and resources they need to address the unique needs and circumstances of their students and communities, this approach will drive a cultural shift that impacts every student in every classroom in every school across the system.

How can our communities help?

The voices of all our diverse communities will provide important insight to guide the Integrated Equity Framework, not only in its development, but throughout all the action steps that emerge from it. This is only the beginning of the conversation. As you read the Action Plan, please consider these questions:

- **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?**



Overview of the Strategic Components

Policy

Equity Goals: Ensure that procedures are in place at all levels of the system for developing, implementing and reviewing policies that promote equity and inclusion. The effectiveness of these must be assessed and changes made where necessary. It is important to develop and implement appropriate staff training to support effective policy implementation at all levels of the organization.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Reviewing all Board policies with an equity lens

Budget

Equity Goals: To align system-level resources with our equity commitments. Schools and departments will work to build their operating budgets considering the barriers and system biases that impact student achievement and well-being, recognizing the different needs of all of our students. Success means that all schools and departments have the resources, tools and supports needed from the system to create the right learning conditions for all students.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Ensuring equitable allocation of resources to schools using the Learning Opportunities Index
- Considering strategies to address achievement, opportunity and participation gaps during the annual budget process

Access and Secondary Program Review

Equity Goals: To increase equity of access and opportunities for all students, provide students and families with more choice within their home school, to expand areas of emphasis for students interested in specialized learning and to engage student participation in programming decisions.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Conducting an environmental scan of all programs offered in secondary schools
- Consulting with students to inform secondary programming vision, strategy and planning

School Improvement Process

Equity Goals: To create enhanced learning cultures in which all staff have a leadership role, to build a deep understanding of equity and bias and to build knowledge of how to read, interpret and use data through a critical equity lens leading to improved outcomes for all students and enhanced engagement for students, staff, parents and communities.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Building capacity for system and school leaders so that the focus of improvement efforts remains on every classroom in every school supported by the responsiveness of the team
- Provide specific training opportunities for school staff and leadership to provide effective leadership for school improvement cycle
- Leverage existing examples of good practice from the field to inform system planning



Leadership Capacity

Equity Goals: To shift from leadership-of-position to leadership-of-influence inviting all staff to share their expertise and experience with their school community and create enhanced learning cultures and to confront bias, challenge barriers, acknowledge privilege and bring about change.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Building capacity for all leaders through a variety of learning opportunities
- Developing standards of Service Excellence to increase responsiveness to schools, parents and communities
- Supporting all staff in sharing their leadership and expertise by implementing protocols and processes that influence direction

Inclusion and Special Education

Equity Goals: To ensure all students are successfully included, supported and empowered when, for example, they experience a sense of belonging and social citizenship, an environment is designed to fit the student not the student to the environment, all cultures and identities are celebrated, when the right to participation and establishing a positive climate where engagement is promoted and prioritized and, when students are not organized by perceived ability.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Developing plain-language resources for parents and students about special education programs, services and supports
- Developing and implementing a process for parents and students to raise concerns for special education programming
- Remodeling the Home School Program to ensure support is provided in the regular classroom

Employment Equity

Equity Goals: To measure how effective our employment practices are, to identify workplace factors known to have a strong impact on organizational health and the health of individual employees and to ensure that all employees have equitable opportunities for advancement and that their skills and knowledge are valued and used appropriately.

Examples of Current, Ongoing and Projected Equity Commitments Include:

- Conducting a staff survey to assess workplace culture, engagement and leadership opportunities
- Reviewing practices with respect to religious accommodation to ensure alignment to the Human Rights Code
- Developing and delivering in-services on inclusive workplace strategies