

2023-2024 Department Equity Goals

| Department | Equity Goal |
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| Adviser Program | <p>The Adviser Program will support the monthly observances by utilizing a bank of differentiated resources and allow for choice in which resource to be used each month.</p> <p>Provide regular in-service time to review resources and select one that best suits their group based on readiness, adviser comfort level, student engagement, etc.</p> |
| Applied Arts | <p>Build from 2022-2023 work with continued focus on inclusion and belonging.</p> <p>Have a minimum of 2 check-ins per quarter to find out if students are feeling engaged. Administer a survey that allows students to share about themselves and their interests at the start of the school year. Teachers will incorporate projects that align with students' interests and also create projects to open students' eyes to other cultures.</p> |
| Art | <p>Continue contributing to monthly observances with artwork and using parts of the monthly observance toolkits in the classroom.</p> <p>Continue making Brierly Gallery more cross-curricular to represent social identities.</p> |
| Athletics | <p>Plan and implement an equity workshop for NT athletes with Pat Savage-Williams.</p> <p>Participate in Central Suburban League equity initiative (<i>Building a More Inclusive CSL</i>) with students, AD, and Assistant AD.</p> <p>Implement more Title IX curriculum into SALT.</p> |
| Business Education | <p>Research why the number of girls and boys taking Business classes has a consistent gap with more boys taking the classes than girls.</p> |

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| English | <p>Use the 22-23 goal as a model to approach 2 and 3 level courses.</p> <p>Continue working on 3 level gaps in IL state standards.</p> |
| Health Services | <p>Expand vision and hearing screener for all NT students, including non-verbal students.</p> <p>Look for equity professional learning for nurses to attend in an effort to increase cultural sensitivity for struggling students.</p> |
| Kinetic Wellness | <p>Develop locker room expectations/norms that place an emphasis on gender, gender identity, and sex for both Winnetka and Northfield.</p> |
| Library | <p>Take the next 5 years to reclassify and categorize books and move away from the Dewey Decimal System.</p> |
| Math | <p>Have a team of teachers look at each monthly observance toolkit and develop something curricular to be shared with the entire department.</p> <p>Create new and/or update old statistics lessons focused on equity to be shared with algebra 1 and algebra 2 teachers to embed in their curriculum.</p> |
| MCL | <p>Expand on cross-language collaboration within MCL for further curriculum development with a strong emphasis on building Intercultural Communicative Competence.</p> <p>Revise/enrich curricular and instructional materials to develop students' intercultural communicative competence which:</p> <ul style="list-style-type: none"> -Addresses multiple cultural |

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| | <p>perspectives</p> <ul style="list-style-type: none"> -Elicits meaningful cultural comparisons -Recognizes cultures as diverse and plural -Allows students to deconstruct their own cultural perspectives by acknowledging their own culture and how it shapes their perspective of others |
| <p>Music and Theatre</p> | <p><u>Jazz</u> - Lab Jazz and Jazz Ensemble 1 will travel to New Orleans, with a stop in Montgomery, AL to visit the National Memorial for Peace and Justice and the Legacy Museum during Spring Break 2024.</p> <p><u>Band</u> - Incorporate more of the individual histories and backgrounds of the composers in the rehearsal process.</p> <p><u>Performing Arts</u> - Research the production seasons of numerous North Shore and Chicagoland Theatres to identify any productions written by and about underrepresented groups which would be appropriate for a teenage audience. Offer extra-curricular Theatre Trip opportunities (initiated in 2019-20) for students to see professional productions that would support our equity goals.</p> |
| <p>Post High School Counseling</p> | <p>Designate a point person to identify a student to be nominated for a fly in college visit.</p> |
| <p>Science</p> | <p>Each course committee will take 1 unit and audit the materials to ensure they are inclusive.</p> <p>Continue collecting equity professional learning data for department members and shorten the time from the 5-year span to a 3-year span.</p> |
| <p>Security</p> | <p>Focus on relationship building and fostering trust amongst NT stakeholders.</p> |

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| Social Studies | Use information gathered in audit to make adjustments in courses to directly address the equity understandings. |
| Social Work | Review best practice and research when working with students of color and LGBTQ+ students. |
| Special Education | <p>Modify monthly observance toolkits to create lessons for students in special education. Each teacher will use at least one lesson created from the toolkit in their classroom for students in Special Education. Progress of this goal will be measured by a survey at the end of the 2023-2024 school year.</p> <p>Continue to maintain and add to the Disability Awareness Toolkit.</p> |
| Student Activities | <p><u>Freshman Senate</u> - Take on a leadership role in promoting belonging at Northfield. Measure by number of activities that occur during school year</p> <p><u>Student Council</u> - Continue partnering on monthly observances. Continue having a Lunch and Learn once each semester and 1 display each quarter</p> <p><u>Class Period Clubs Winnetka</u> - Examine whether the representation matches our student demographics and analyze the results.</p> |

Departments will assess their goal progress throughout the school year and determine if they need to continue working on this year’s goal or establish a new goal for next school year.