Land Acknowledgement
Traditional Dakota land

That’s me
- I work with...
  - Superintendents
  - Human Resources
  - Buildings and grounds
  - Accounting/Financial Management
  - Transportation
  - Legal
- I serve a school district!

https://americanindiansinchildrensliterature.blogspot.com/p/best-books.html
Rachel Logan
- Education consultant
- Classroom teacher
- Curriculum & instruction
- K-12 Reading license
- Nationally SEED trained
- Partnership with Equity Literacy Institute

Learning objectives
- Create a common language (defining terms)
- Make connections to school business official roles
- Introduce the Equity Literacy Framework for decision making

Creating a common language
Words matter
"MASBO is committed to advancing the knowledge and abilities of school business professionals and providing a voice and forum for the profession."

-MASBO Mission Statement

"Increase cultural competency and engagement among various groups (age/generation, race/ethnicity, positions/employment)."

-MASBO 2017 Strategic Planning

"Make the well-being of students central to all decisions."

-MASBO Code of Ethics
Terminology
- Diversity
- Cultural competency
- Equity

Diversity
- Numbers
- Differences

Cultural Competency
- Knowledge of mental models and bias
- Including multiple ways of thinking/learning
- Integrated vs. isolated
Equity

- Access and opportunity
- Removing barriers/restructuring systems
- Redistributing resources (tangible and non-tangible)
- Understanding historical perspective and trauma

Educational equity

“In its most simplistic definition, equity means that every child gets what he or she needs in schools – every child, regardless of where she comes from, what she looks like, who her parents are, what her temperament is, or what she shows up knowing or not knowing… Equity is about outcomes and experiences – for every child, every day.”

- Elena Aguilar, 2013

How does this connect to me?
General duties overview

- E-12 General Ed Funding
- Special Education Funding
- Collective Bargaining
- Accounting/Financial Management/Audits/UFARS
- Communicating School District Finances
- Investing, GASB 43/45, Trust Accounts
- Cash Management
- Planning School Facilities

General duties overview: continued

- Legal issues
- Food Service
- Facilities management
- Purchasing
- Transportation
- Financing capital projects
- Worker’s Compensation/personal issues
- Risk management

Equity Literacy Framework

- Recognize – can you see it?
- Respond – what do we do?
- Redress – what is the systemic response?
- Sustain – how do we stay equitable?
Your turn

- Identify your role
- Identify a decision or discussion that has been presented in the past
- Work through this topic using the Equity Literacy Framework

Resource

Case Studies on Diversity and Social Justice Education

- Recognize – can you see it?
- Respond – what do we do?
- Redress – what is the systemic response?
- Sustain – how do we stay equitable?

"Surprise is the enemy of competence."
-Dr. Michael Grinder

Stay connected to school-level happenings
Process through scenarios from a policy, budget, personnel, building, etc. standpoint
Learning to use an equity lens...

Creates a district culture and climate that produces equitable outcomes for ALL.

Equity minded language

“Make the well-being of students central to all decisions.”
-MNASBO Code of Ethics

Thank you!

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