



CEO Update

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Camino
Nuevo
Charter
Academy



August 2023

Updates on our Plan to Advance Diversity, Equity, Inclusion, and Belonging (Equity Plan)

Background & Context

Decision to Invest

Amid national discourses around historical inequities against Black, Indigenous and People of Color (BIPOC), Camino began a period of self-reflection and made a decision to invest in improving its policies, procedures, pedagogy and culture around DEIB

Seed Shares Findings

After a hiatus, Seed completed data collection Fall of 2022 and shared key findings that would inform the work of the Equity Working Group.



Our Equity Working Group

Composition

The makeup of the EWG was intended to be representative to inclusively leverage the perspectives and lived experiences of the diverse Camino community and included:

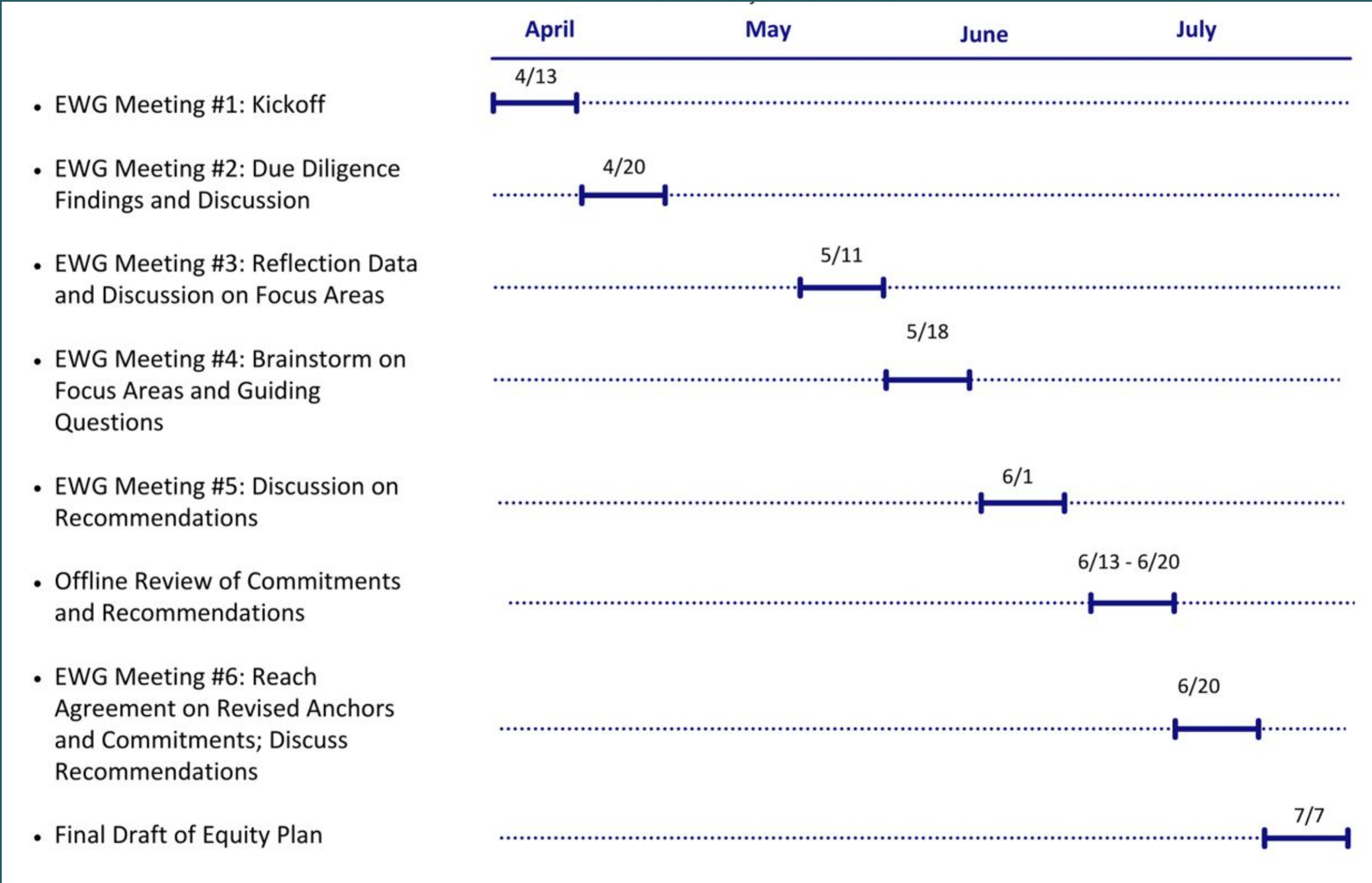
- Teachers
- Administrators
- Classified staff
- Home support office (HSO)
- Staff members
- Board members

Responsibilities

- Review and discussion of relevant data findings and analysis
- Participate in EWG meetings facilitated by Seed Collaborative and engagement between meetings as needed to ensure progress towards the finalization of this Plan
- Reach agreement on DEIB priority areas, guiding questions, DEIB organization-wide commitments, and recommended strategies
- Ensure appropriate alignment with Camino's current strategic plan
- Review and finalization of this Plan

Process

The EWG met for more than 12 hours over the course of 6 meetings to conduct their work. During the EWG's 4th meeting, students, parents, and additional staff were invited to share ideas about challenges and opportunities to advance DEIB within Camino based on the priority areas developed by the EWG.



Three Commitments

1

Equitable Outcomes for Students with Family Support

Camino acknowledges that “success” is not a one-size-fits all outcome for our community of diverse learners. Camino prioritizes culturally responsive academic excellence, college and career readiness, TK-12 Ethnic Studies pedagogy and strong innovative research-based instruction. Camino will encourage the myriad interests students may have – with family partnership– to better ground their future prospects and model what it means to be literate, critical thinkers who are agents for social justice in their community.

2

Culture of Belonging

Creating a culture of belonging without othering across all sites helps advance a sense of connectivity, safety, and appreciation for all members of the Camino community. We believe that a diverse community makes Camino strong. All backgrounds, heritages, communities, and experiences belong. Camino is committed to disrupting oppressive structures and ensuring all identities are protected, celebrated, valued, and centered. It is critical to incorporate principles of shared decision-making, co-creation, empathy, and self-reflection to ensure parents, students and staff feel a sense of belonging and purpose at Camino.

3

Policies and Procedures

The foundation to advancing equity and belonging at Camino starts with modifying and implementing the policies and procedures that manage staff, teachers, administrators, and students alike. The goal in prioritizing policies and procedures is to increase retention of employees, support increases in total compensation packages, and advance a culture that eliminates prejudicial behavior and structures.

Equitable Outcomes for Students with Family Support

Recommended Strategies

- Deepen our understanding of **all types of post-graduation opportunities** for students
- Track **aggregated and disaggregated student performance** across all campuses on an annual basis
- Develop a **3-year org-wide strategic plan** for implementing our Philosophy of Teaching and Learning
- Ensure **families are true and equal partners** in their children's learning, educational experiences, and future prospects
- Expand **alumni engagement and connectedness** to Camino
- Finalize the Camino Board of Directors' goal statement to include Camino's **new definitions of student success**

Culture of Belonging

Recommended Strategies

- Launch a standing **Camino Culture Taskforce** made up of all levels of staff
- Launch **Culture Committees** at each Camino site to support the implementation of cultural commitments.
- Camino Culture Taskforce and Site Culture Committees collaborate to host **learning sessions** for students and employees
- Camino Culture Taskforce and Site Culture Committees collaborate to host **voluntary training sessions** for parents
- Work with middle and high school **student leaders** to bolster clubs and enhance inclusion
- Better integrate the experience and histories of **other minority students and staff**
- Engage the Camino Board of Directors in a process to develop an **Equity Statement**
- Require boards to be comprised of **over 50% BIPOC directors** to better reflect the student and family population at Camino and identify and eliminate barriers for board member participation

Policies & Procedures

Recommended Strategies

- Institutionalize **leadership pathways** for existing BIPOC staff at Camino
- **Increase annual benefits offerings** for teachers and classified staff, including non-traditional benefits
- Launch a site-wide **Anti-Bullying Taskforce**
- Develop a **new employee support program** that matches new employees with current employees; institutionalize the same support program for **new board members** across all Camino boards.
- Conduct an annual **employee satisfaction survey** that will include questions around policy and procedures
- Develop and implement a **yearly DEIB learning agenda** for each Camino school, administrative site, and board
- Host twice yearly **wellness retreats** for staff and teachers at each site
- Expand **recruitment of staff from out of state/Southern California** by offering a relocation package
- Conduct an **equity audit of hiring procedures and job descriptions** to make employment more accessible for BIPOC candidates