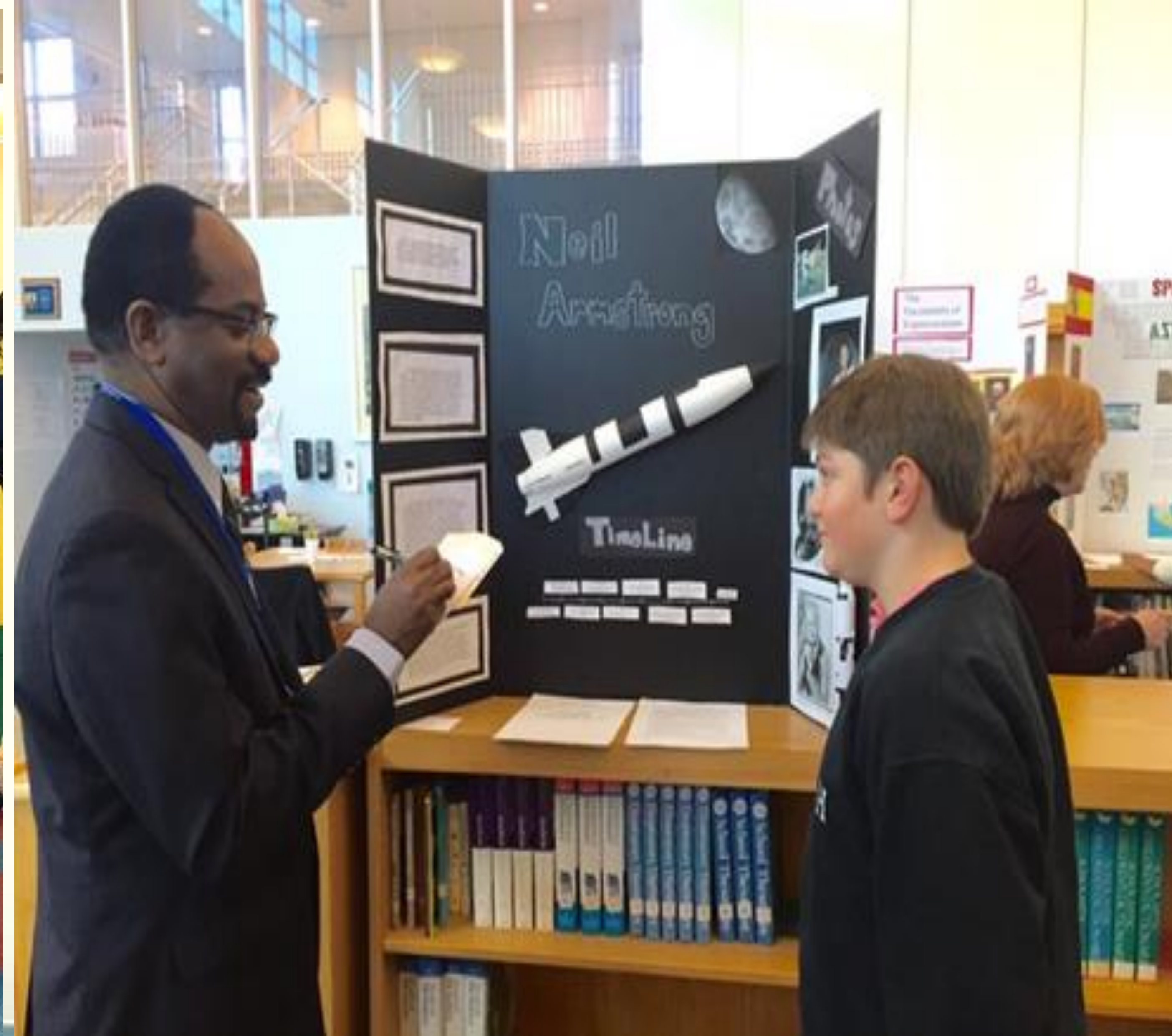


Achieving Equity in ACPS

School Board Brief
May 13, 2016

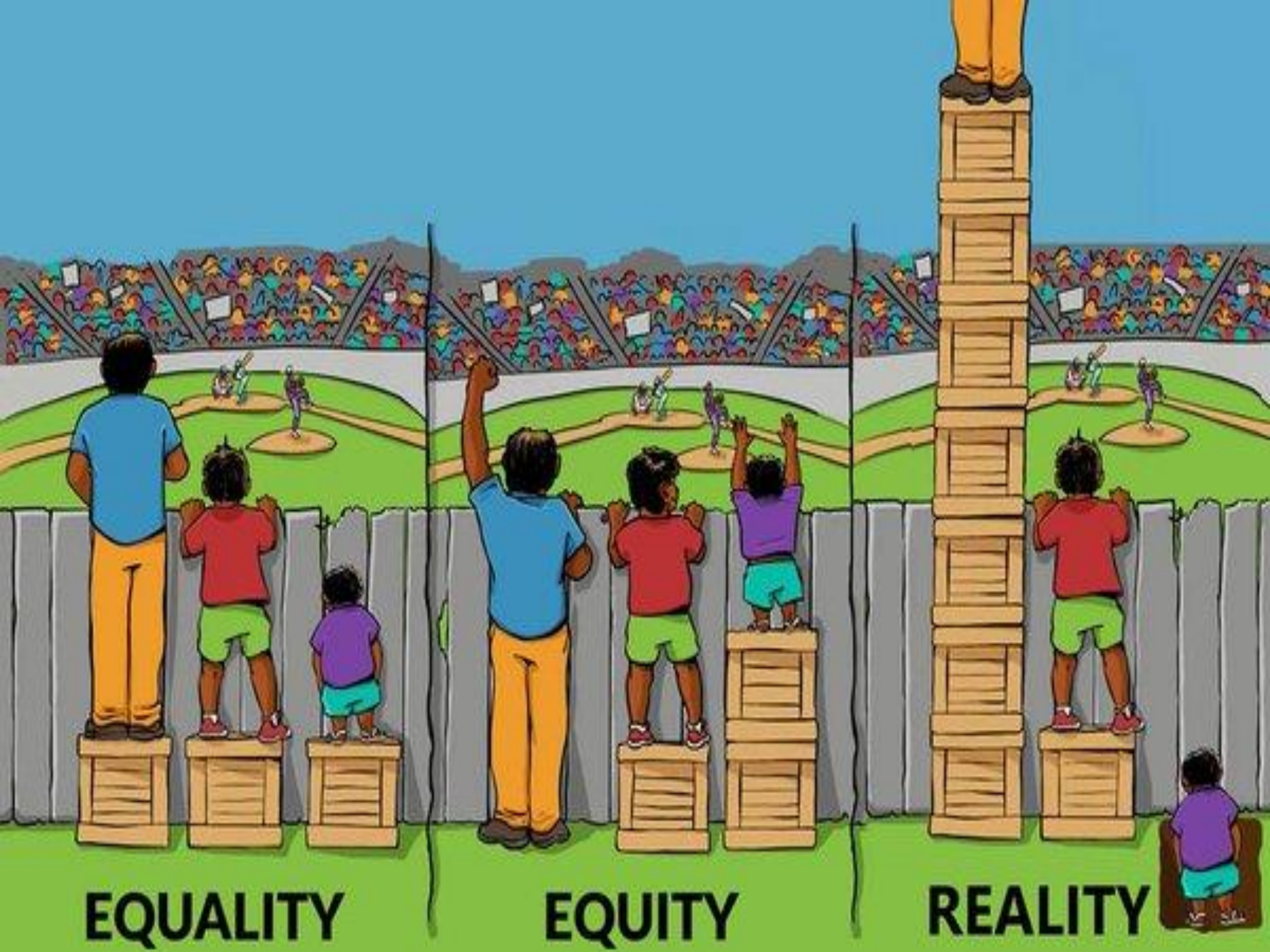


ACPS
Alexandria City Public Schools

Every Student Succeeds

Essential Questions

1. What is cultural competence?
2. Why is this work important?
3. What is the framework for achieving cultural competence?
4. What are measures of success?
5. What is the commitment of ACPS to equity work?



EQUALITY

EQUITY

REALITY

Definitions that Guide Equity Work In ACPS

Cultural Competence

- The ability to successfully teach students who come from cultures other than our own

Cultural Competencies

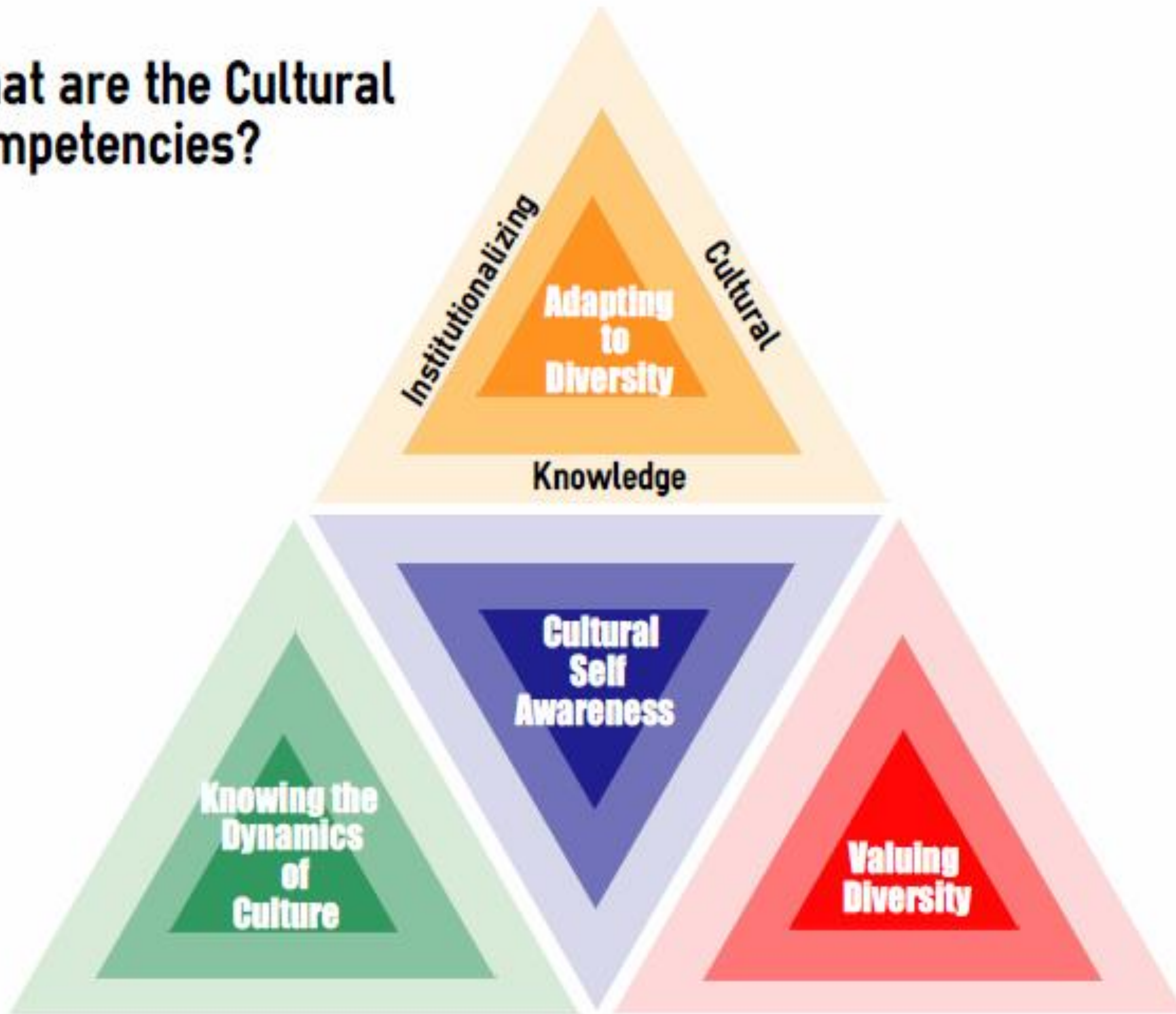
- The skills that are needed to create equitable environments for students

Equity

- The knowledge to provide what each child needs in order to reach a level of success based on an agreed upon standard

<http://www.nea.org/>

What are the Cultural Competencies?



Cultural Competency Leads to Educational Equity

Strategic Plan 2020 Goals

- 1. Academic Excellence and Educational Equity:** Every child will be academically successful and prepared for college, work and life.
- 2. Family and Community Engagement:** ACPS will partner with families and the community in the education of Alexandria's youth.
- 3. An Exemplary Staff:** ACPS will recruit, develop, support, and retain a staff that is best for Alexandria's students.
- 4. Facilities and the Learning Environment:** ACPS will provide optimal and equitable learning environments.
- 5. Health and Wellness:** ACPS will provide access and support that enables students to be healthy and ready to learn.
- 6. Effective and Efficient Operations:** ACPS will be efficient, effective, and transparent in its business operations.



The Goal of Equity Work

Strategic Plan Goals

High achievement and positive outcomes for all students

1,2

Equitable access and inclusion

1,2,5

Equitable treatment

2,3

Equitable resource distribution

1,3,4

Equitable opportunity to learn

1,2,3

Shared accountability

2,3

Dunn, L., Using Data to Address Equity Issues and Improve Student Academic Outcomes.
Region IX Equity Assistance Center at West Ed, April, 2016

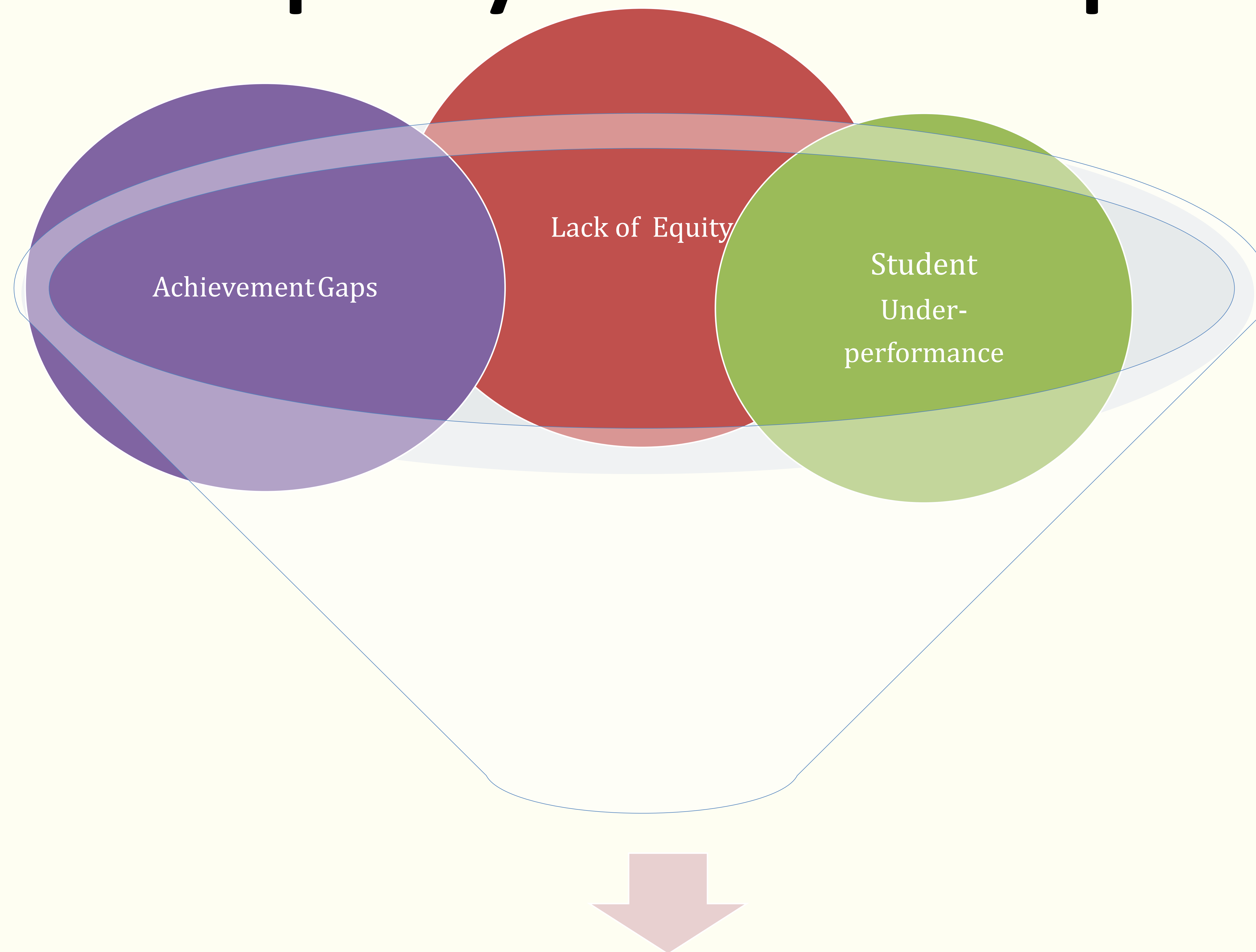
Ensuring Every Student Succeeds

FY 2016 TOTAL STUDENT POPULATION: 14,729



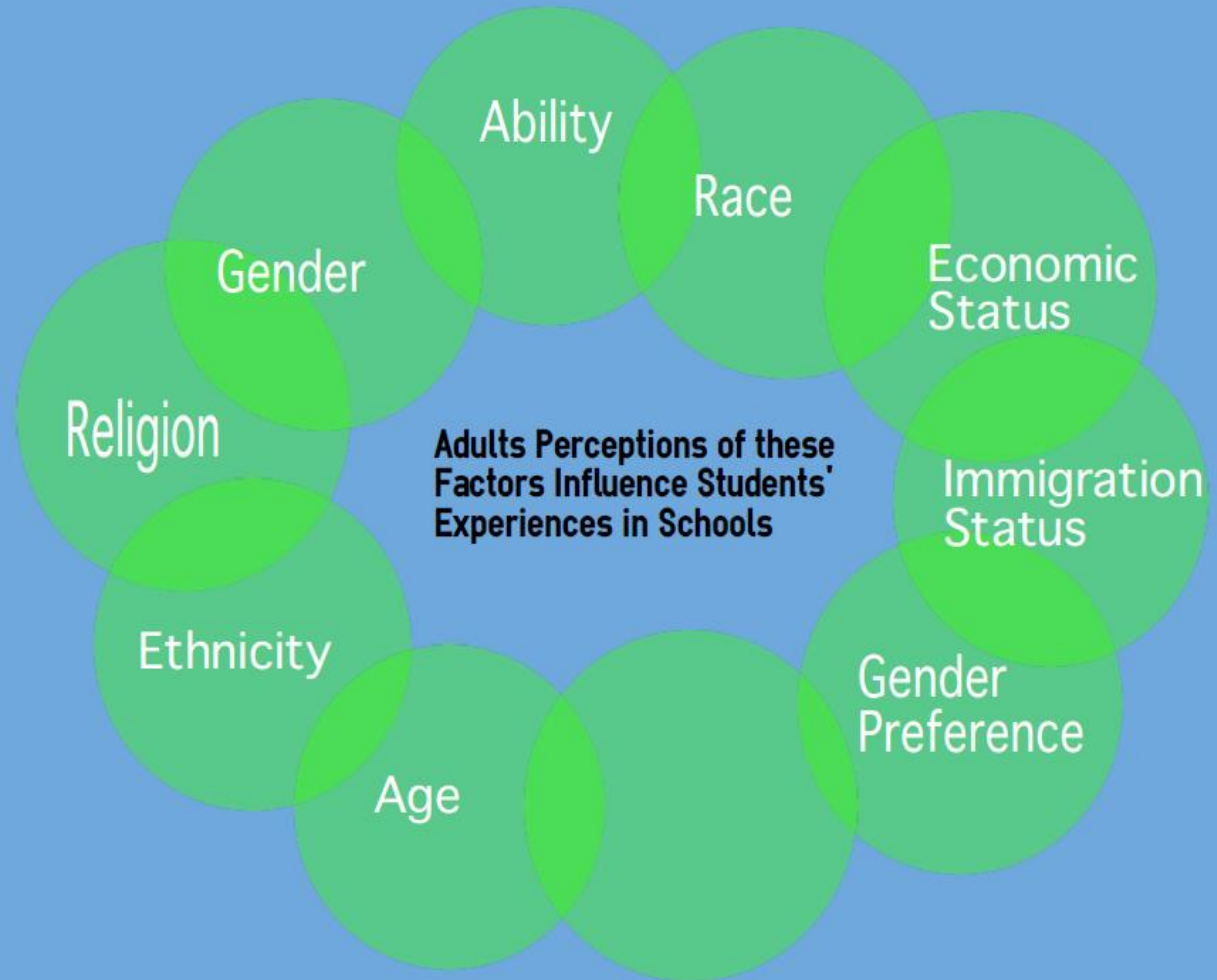
- Asian 4.7%
- Native American 0.3%
- Native Hawaiian/Pacific Islander 0.2%
- Multi-racial 2.4%

Why is Equity Work Important?

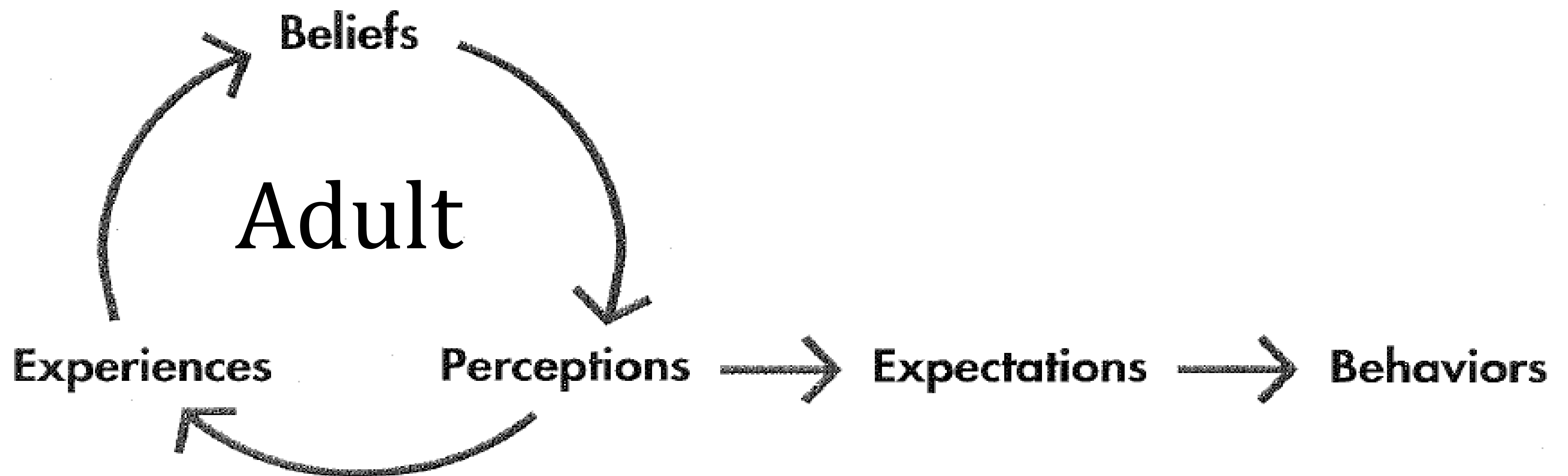


- Diminished “life choices”
- Lack of workforce readiness skills
- Consequences for school division

Students Represent Many Cultures



Perceptions, Experience and Beliefs Influence Interactions



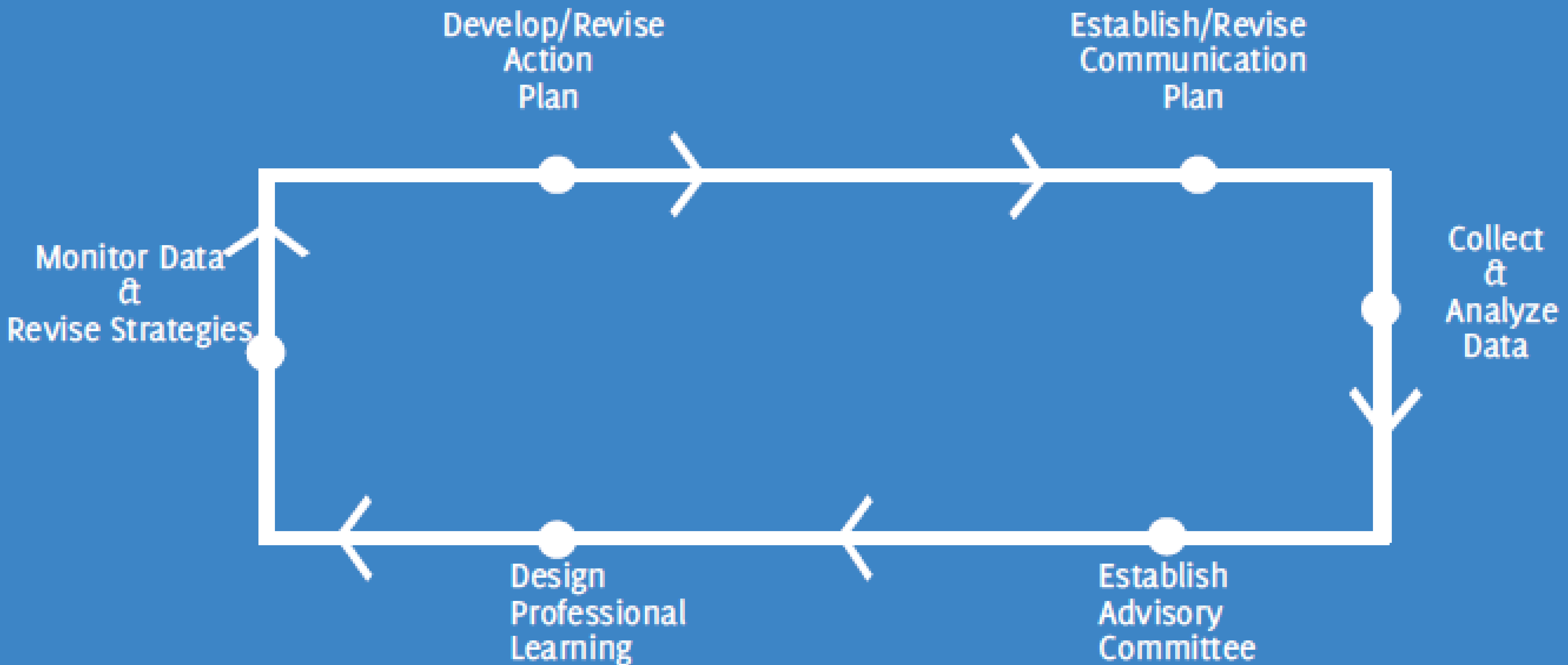
Adapted from LACOE 2001

Expectations Affect



- Potential
- Achievement
- Abilities
- Learning
- Access
- Success

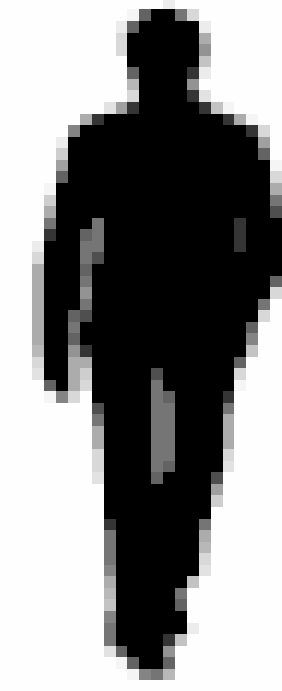
The Pathway to Institutionalized Equitable Practices



How Do We Gauge the Current State of Equity?

Equity Walks

- Visited +400 Classrooms
- Identified Trends



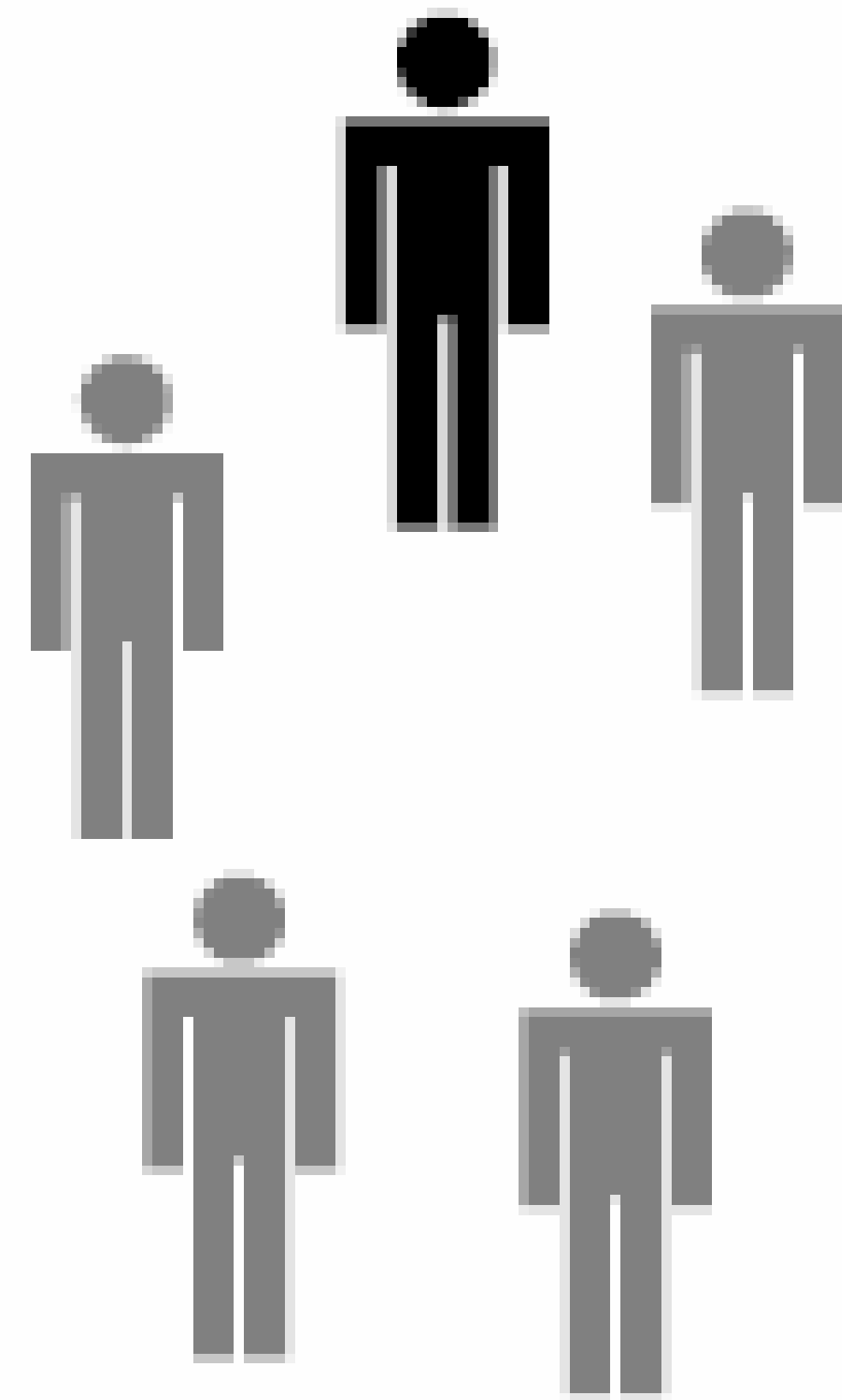
1 to 1 Conversations

- Concerned citizens
- Assistant Principals
- Deans



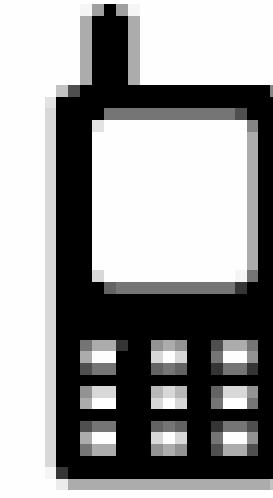
Focus Groups

- 4 Dominant Languages
- Community Agencies
- Families
- Administrators
- Teachers
- Students



Communication & Media

- ACPS Insider
- Twitter



Literature Reviews

Best practices in:

- Creating School-based Equity
- Facilitating Challenging Conversation
- Supporting Organizational Change



Collaborated in Professional Learning

- Best Bets in Literature
- Reaching and Teaching Boys of Color
- Strengthening Collaborative Cultures



Equity Advisory Committee

- Provides informed guidance, serves as ambassadors for equity work
- Designs, implements and evaluates equity work
- Represents internal stakeholder groups

The Equity Facilitator

- Address tasks, subjects, or identified problems
- Use skills and strategies to move groups to assume responsibility for their actions
- Guide groups while remaining neutral

Culturally Competent Beliefs and Practices

Process

- Safe Environment
- Atmosphere of trust
- Support & Learning Relationships
- Equity Advisory Team
- Plan, Do Measure

Teaching and Learning
Curriculum
Assessment
Intervention
Acceleration

Multi-Tiered System
of Support

Equitable Resources

Diversified
and Highly
Effective Staff

Family and
Community
Involvement

Tools

- Equity Curriculum
- Professional Development
- Survey Tools
- Audit tools
- Equity coaching
- Data Analysis

Equity Work in ACPS

- Supports an agenda based on a belief that all students can be successful
- Solution focused versus admiring the problem
- Community of learners approach
- Policies and practices support the achievement of all students
- Centers on excellence, fairness and opportunities

Equity Framework

Equity Leadership

Equity- ACPS will eliminate gaps and barriers between our vision and the policies, practices and structures in order to remove the predictability of success and failure that currently correlate with social identifiers

Strategic Plan Goals 3,4,5

Family & Community Collaborations

Engagement- ACPS will create sustainable partnerships to support academic achievement for all learners

Strategic Plan Goals 2, 5

Inclusive Learning Environments

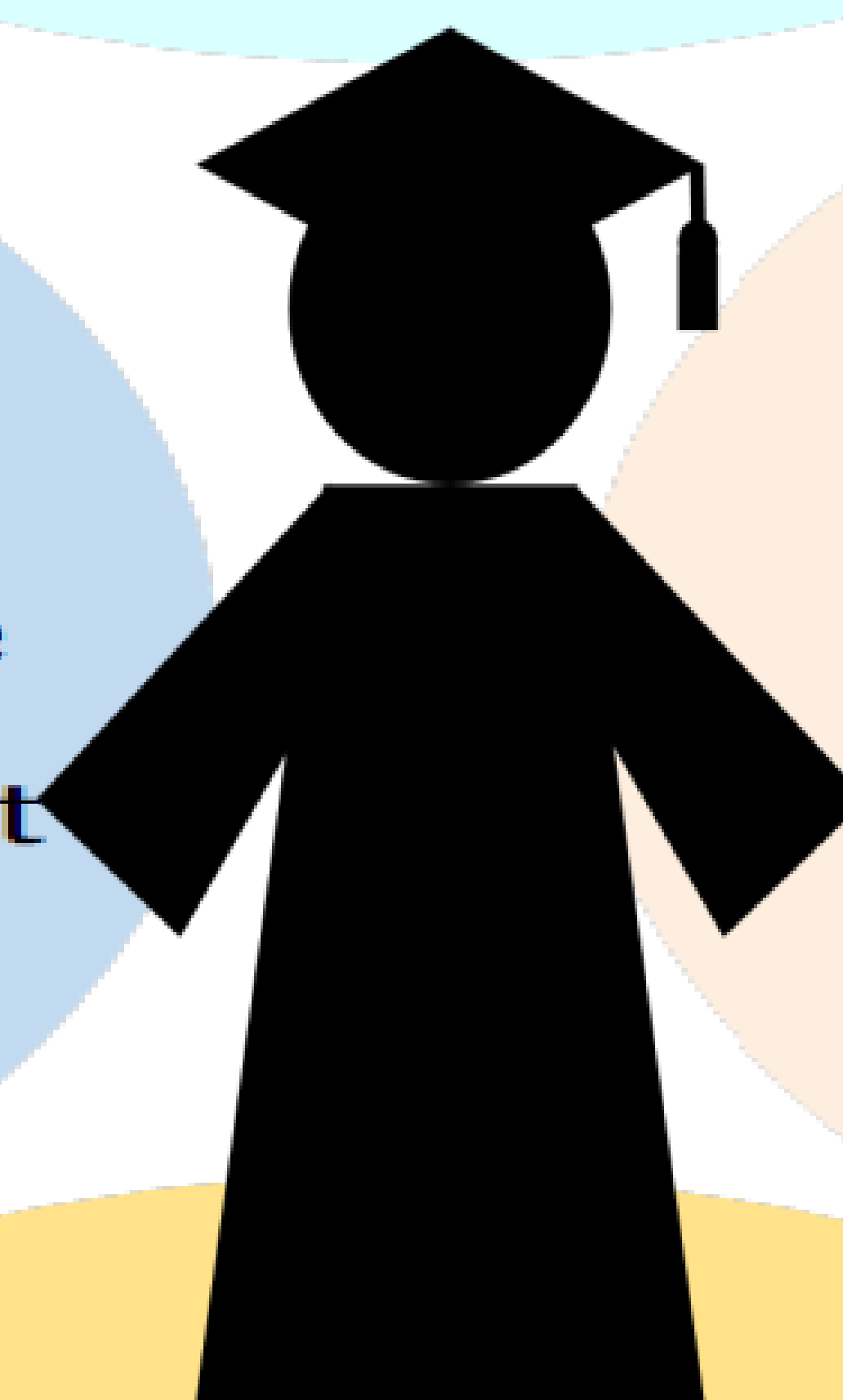
Equity- ACPS will develop knowledge, attitudes and skills to create environments and opportunities that expect and support high achievement for all learners

Strategic Plan Goals 1,2,4,5

Learner Centered Curriculum, Instruction & Assessment

Excellence: ACPS will ensure all learners have access to rigorous content at or above grade level

Strategic Plan Goals 1, 3



Moving Forward: 2015-2016

Establish Infrastructure, Provide Professional Development, Present Qualitative Data

- Complete focus groups
- Present findings
- Build “collective will” for equity work through:
 - Quarterly Educator’s Roundtable Discussions
 - Skill Development for Equity Advisory Group
 - Open workshops for staff
 - Develop Units for Phase 1

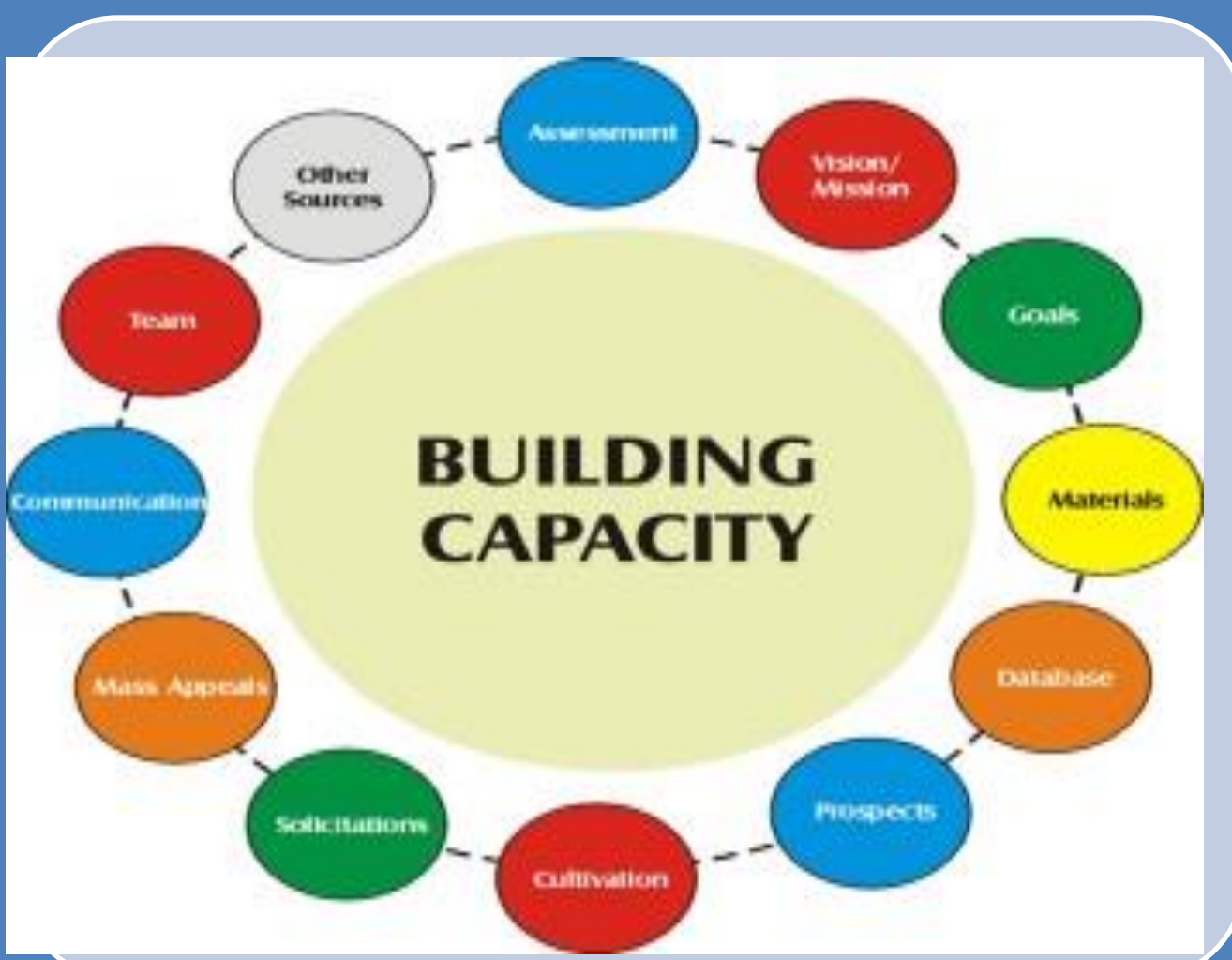
Moving Forward: 2016-2017 Action Plan



Expand conversations to School Board and administrators



Collaborate & integrate responsive practices in to existing structures



Expand organizational capability

Guiding Questions for Phase 1 Professional Learning

What is cultural competency?

Why does equity matter?

What policies drive equity work?

How do experiences influence interactions with others?

What do all “isms” have in common ?

What does Equity look like in schools?

What are non examples of Equity in schools?

What are the mindsets, skills and abilities needed to achieve educational equity?

How will ACPS institutionalize equitable practices?

In what ways will we measure our success?

How Will We Measure Success?

Adapt

I meet the needs of changing populations.

Institutional Cultural Knowledge

I effect policies, practices & processes.

Recognize

I identify the role of culture in my personal experiences.

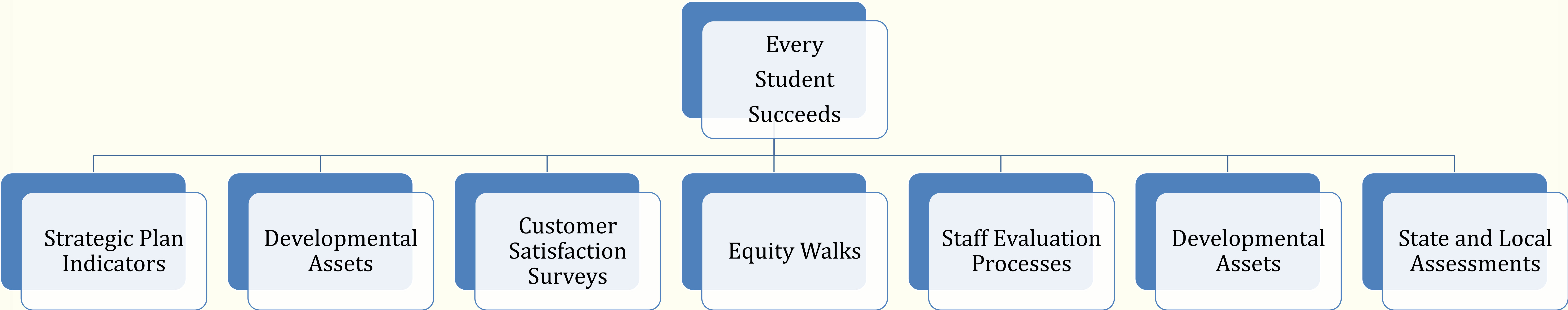
Value

I incorporate the experiences of students and their families in planning.

Acknowledge

I use cultural knowledge to enrich learning.

How Will ACPS Measure Success?



Equity Impacts

- Raises the achievement of all students
- Closes the gap between lowest performing students
- Prepares every student to graduate with skills to be successful
- Reduces the predictability of data



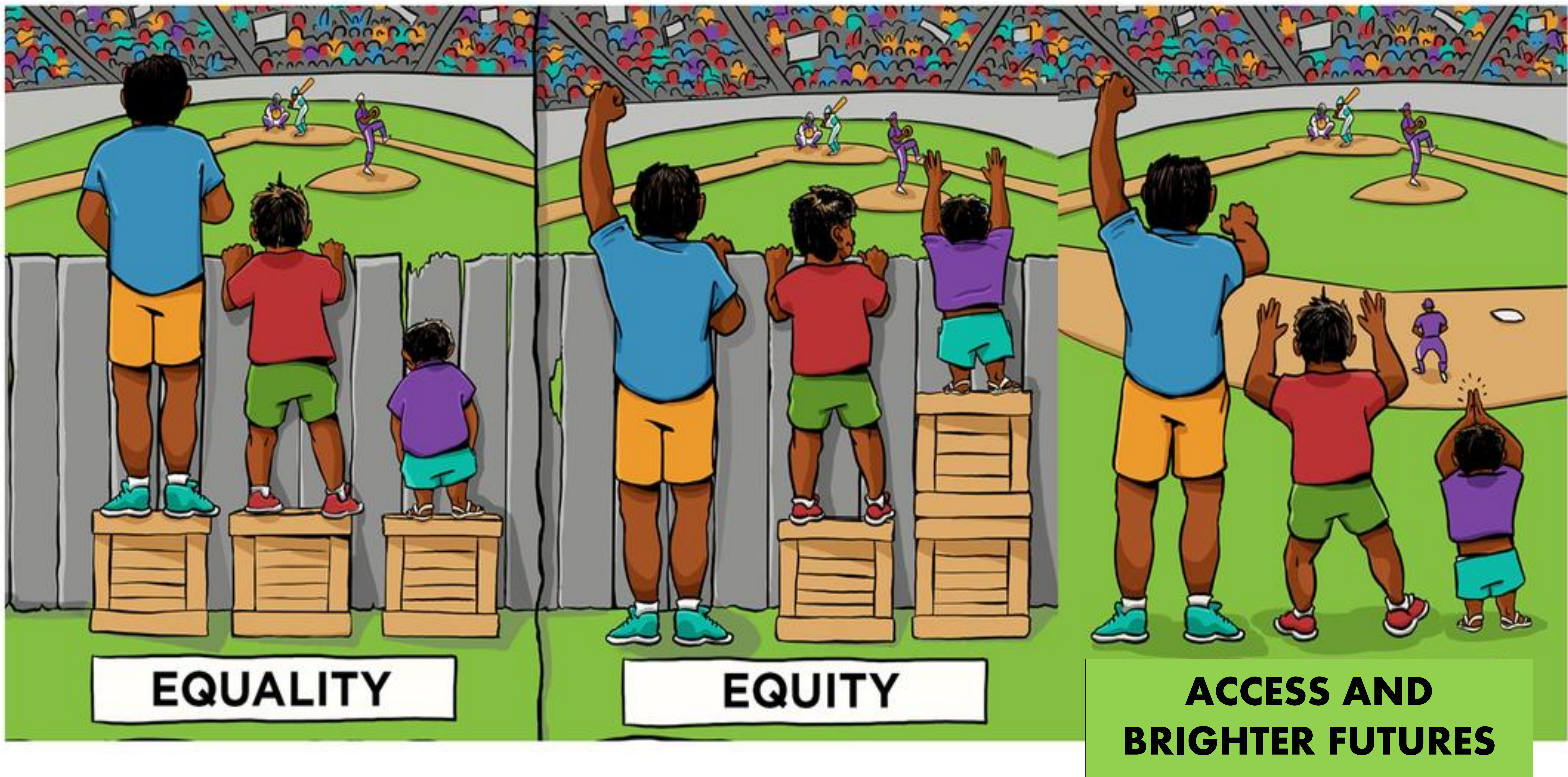
Equity also...

- Improves efficiency of the organization
- Reduces disparities
- Increases cost savings
- Increases community partnerships, resources and relationships

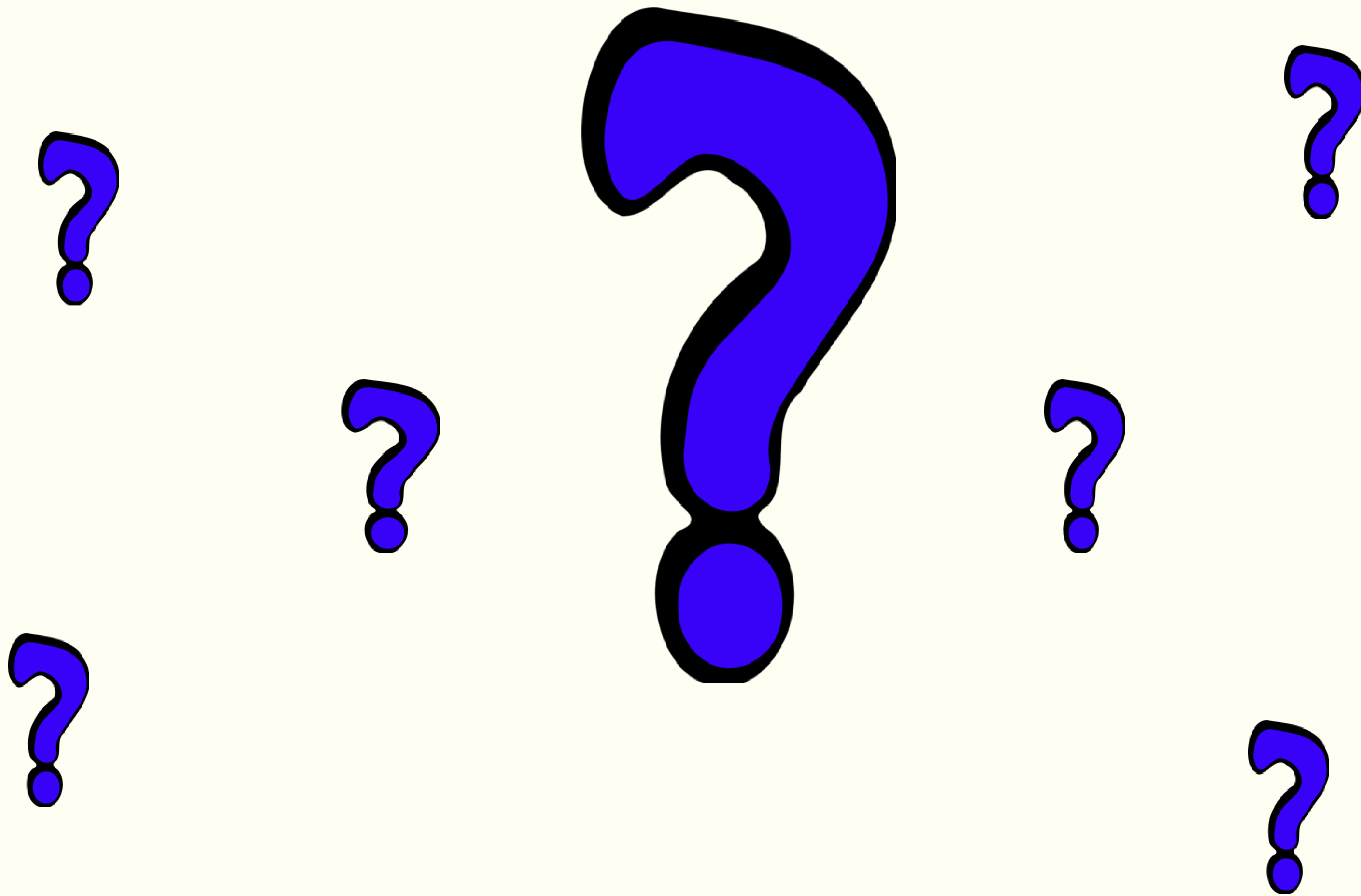




Don't just tell a different version of the same story.
Change The Story!



Questions



Contact Us



Cheryl Robinson

Cultural Competency Coordinator

Department of Student Services, Alternative
Programs & Equity

cheryl.robinson@acps.k12.va.us

703-619-8031