

Equity in ACPS

School Board Work Session
November 25, 2019



EVERY STUDENT SUCCEEDS

Essential Questions

- What is the current state of equity work in ACPS?
- How will we normalize conversations to improve the academic and social emotional well being of students and staff?
- To what extent does the ACPS Equity Audit guide our work?

Session Objectives

Participants will...

- Review why we do the work
- Review common terms
- Discuss the results of the 2019 Equity Audit

Team Building Activity

Share...

- Your name
- Your responses for each color you selected

marvelous **m**e



some-
thing
about
yesterday



things
you do
well



One of my
favorite
books or
movies



favorite
school
subject



some-
thing
about
childhood



toiletries
you could
not live
without

The ACPS Equity Journey

- Equity training for administrators
- Equity Audit 2019
- Professional learning offerings via PLMS
- Elementary school pilots
- GARE participation
- Equity Audit 2020



Think Time

How do you define race?



What is Race?



Circle Discussion

- Why do we start with race?
- What is race?
- How does the video's definition of race differ from your definition?
- What are your thoughts, feelings or questions around the race definition?

Definitions

DEFINITIONS

ADVANTAGE/PRIVILEGE: A set of conditions or immunities that allow a group of people to benefit on a daily basis beyond those common to others. Advantage can exist without a person's conscious knowledge. (3)

BIAS: Prejudice toward one group and its members relative to another group. (1)

CULTURAL COMPETENCE: Authentic relationships across differences of individual, group and institutional levels. (2)

CULTURAL COMPETENCIES (3)

- Recognizing the influence of one's own cultural worldview on interactions with others
- Developing an openness towards cultural differences
- Acknowledging different cultural practices and worldviews
- Modeling cross-cultural skills

CULTURALLY RESPONSIVE TEACHING (2)

Teaching students in such a way that:

- More of our students across more of their differences achieve at a higher level
- Engage at a deeper level more of the time without giving up who they are

EQUALITY: Treating all people the same. (3)

EQUITY: Empowering students, families and staff by providing relationships and nurturing capability to collectively remove barriers that prevent anyone from achieving their aspirations. (3)

Equity Audit Data



Closing Circle

Please share one idea that you have **learned**, have a **new understanding** of, or want **more information** on.



Thank you for your work this evening!

Cheryl Robinson, Cultural Competence Coordinator

Kennetra Wood, Director of Alternative Programs & Equity

Dr. Julie Crawford, Chief Student Services Officer

Superintendent

Dr. Gregory C. Hutchings, Jr.

School Board

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