



Equity Policy Audit School Board Committee #2 Meeting

February 16, 2022



Welcome & Check-in



WELCOMING

Enraged	Furious	Frustrated	Shocked	M	Surprised	Upbeat	Motivated	Ecstatic
Livid	Frightened	Nervous	Restless	O	Hyper	Cheerful	Inspired	Elated
Fuming	Apprehensive	Worried	Annoyed	O	Energized	Lively	Optimistic	Thrilled
Repulsed	Troubled	Uneasy	Peeved	D	Pleasant	Joyful	Proud	Blissful
M	O	O	D	M	E	T	E	R
Disgusted	Disappointed	Glum	Ashamed	E	Blessed	At Ease	Content	Fulfilled
Mortified	Alienated	Mopey	Apathetic	T	Humble	Secure	Chill	Grateful
Embarrassed	Excluded	Timid	Drained	E	Calm	Satisfied	Relaxed	Carefree
Alone	Down	Bored	Tired	R	Relieved	Restful	Tranquil	Serene



Our Equity Audit Team

As of December 2020 - December 2021

Paula Johnson, Ph.D. – IDRA EAC-South Director

Terrence Wilson, J.D., MPA – IDRA Regional Policy & Community Engagement Director

Jasmine Bowles, M.S.Ed. – Equity Consultant

Dr. Michelle Rief – ACPS School Board Member

Christopher Suarez – ACPS School Board Member

Dr. Julie Crawford – Chief of Student Services & Equity

Kennetra Wood – Executive Director of Equity & Alternative Programs

Jennifer Abbruzzese – Director of Policy & Board Initiatives

Cheryl Robinson – Cultural Competency Coordinator

Toluwani Roberts – ACPS Equity Resident³

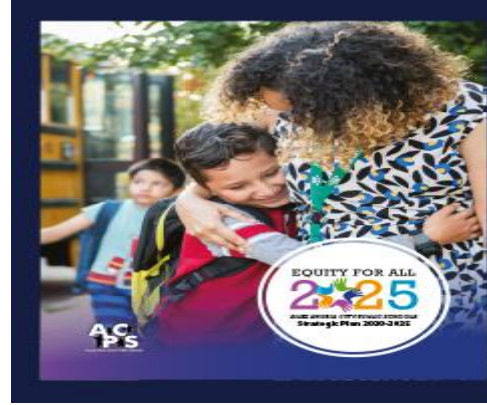
Project Purpose



INNOVATIVE

Review current School Board policies to:

- Ensure each policy aligns, guides, and supports educational equity and the Strategic Plan.
- Identify root causes of disparities.
- Focus on the most marginalized populations to ensure equity for all.
- Uncover and revise policies that thwart the success of historically marginalized groups.
- Dismantle current systems that are barriers to student success.





School Board Committee

The School Board Chair periodically recommends three Board Members for appointment to serve during next rotation.

Committee Responsibilities:

- Performs in-depth policy review through an equity lens and attends monthly meetings
- Recommends revisions and presents to full School Board for review/ approval





Committee Review Process

- Review policies
- Discuss & consider stakeholder feedback
 - ACPS/IDRA Audit Team
 - Focus groups
- **Develop revisions**
 - **Additional rounds of discussion & feedback**
- Refine proposals and advance to full School Board



Focus Group Feedback



EQUITY-FOCUSED



Student Placement Policies



EQUITY-FOCUSED

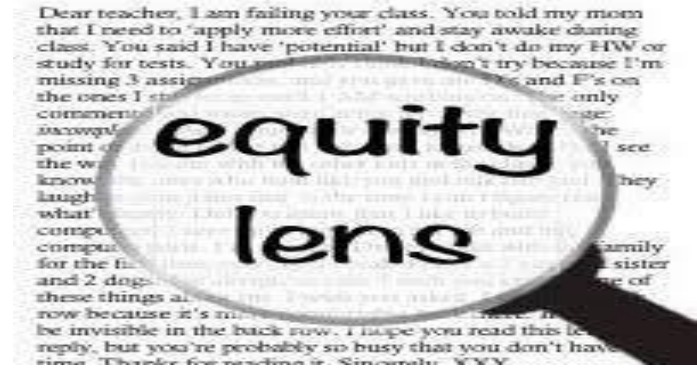
- [JCA: Transfers by Student Victims of Crime](#)
- [JCB: Transfers by Students in Persistently Dangerous Schools](#)
(recommended for deletion)
- [JCJ: Classroom Assignments for Twins](#)
- [JEB: Entrance Age/Admission of Persons Not of School Age](#)
- [JEC: School Admission](#)
- [JEC-R: School Admission Regulations](#)
- [JECA: Admission of Children Who Are Homeless](#)
- [JECB: Admission of Nonpublic School Students](#)

ALL WRITE ROUND ROBIN

1. Each Policy 10 min.
2. Think time
3. Revisions in Google Doc
4. Switch and Repeat



Thinking Through an



Racial Equity Impact Assessment Questions:

1. Who is the policy intended to impact?/Who does it impact?
2. Who is adversely impacted?
3. How do we mitigate the adverse impact?

Policy Revision Process



EQUITY-FOCUSED





Next Steps

February 23rd Committee Meeting

- Continue student placement policy revisions





Thank you!



Superintendent

Dr. Gregory C. Hutchings, Jr.

School Board

Meagan L. Alderton, Chair
Jacinta Greene, Vice Chair

Willie F. Bailey, Sr.
Kelly Carmichael Booz
Abdel-Rahman Elnoubi

Christopher Harris
Tammy Ignacio

Michelle Rief
Ashley Simpson Baird