

Equity Audit of School Board Policies



School Board Meeting
June 17, 2021

Audit Overview

Background

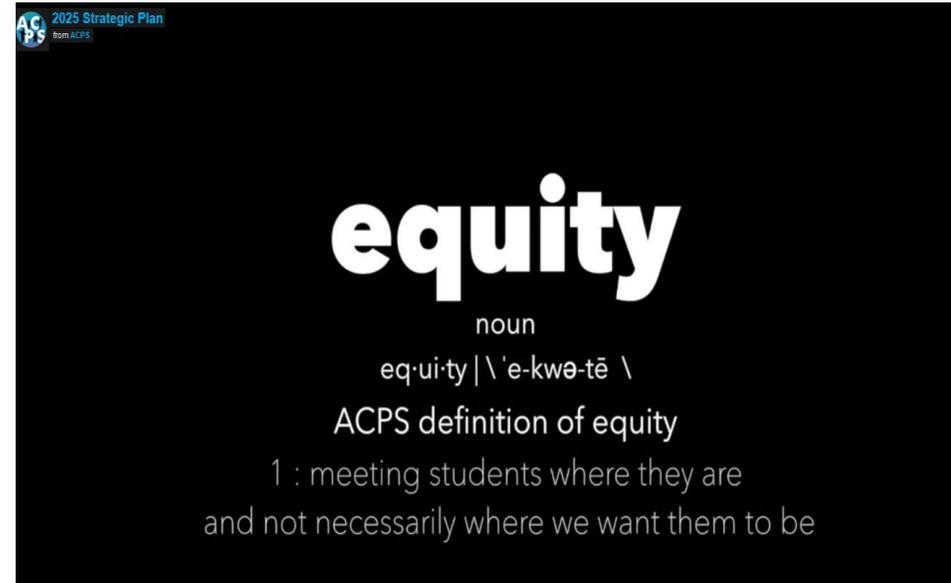
- Project Purpose
- ACPS/IDRA Partnership

Phase 1: Process to Date

- Timeline
- Policies Reviewed

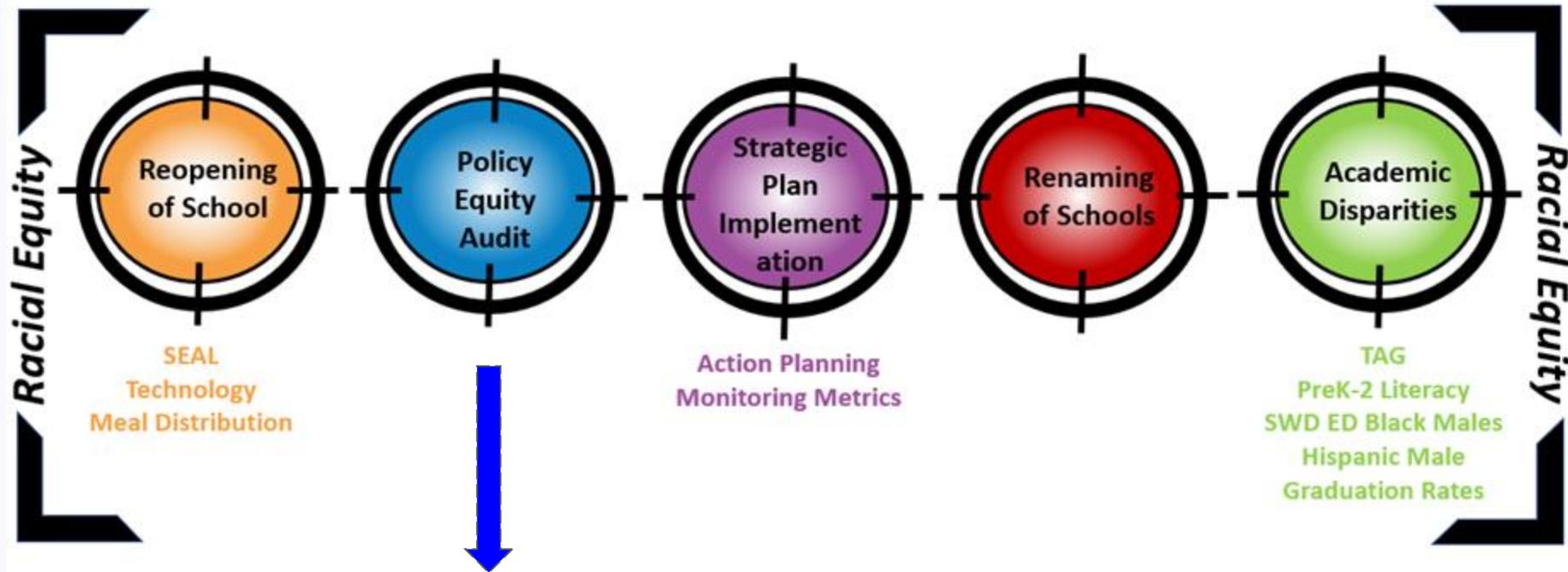
Continuing Work

- Next Steps: Upcoming Phases
- Themes and Highlights to Date



Background: Equity Policy Audit

SY2020-21 Focus Areas

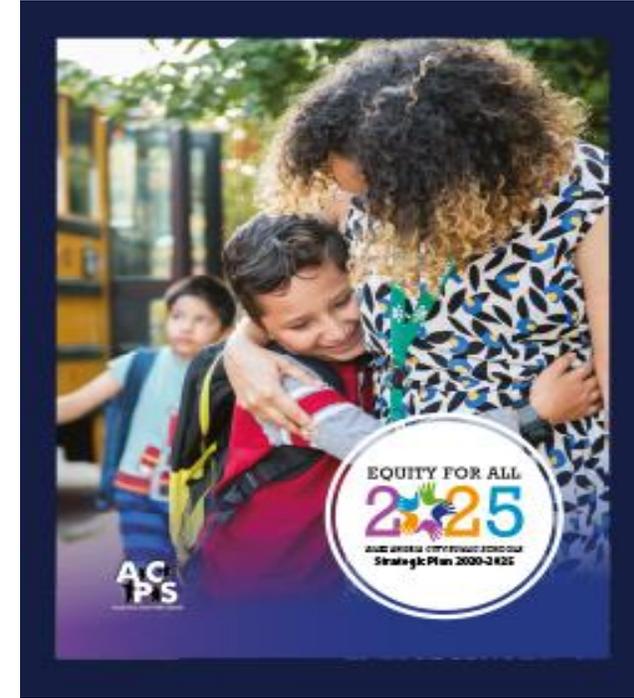


The School Board and the Department of Student Services and Equity, in collaboration with ACPS staff and community stakeholders, have embarked on an innovative equity audit of all School Board policies.

Project Purpose

Review current School Board policies to:

- Ensure each policy aligns with, guides, and supports educational equity and the Strategic Plan.
- Specifically 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.



ACPS/IDRA Partnership



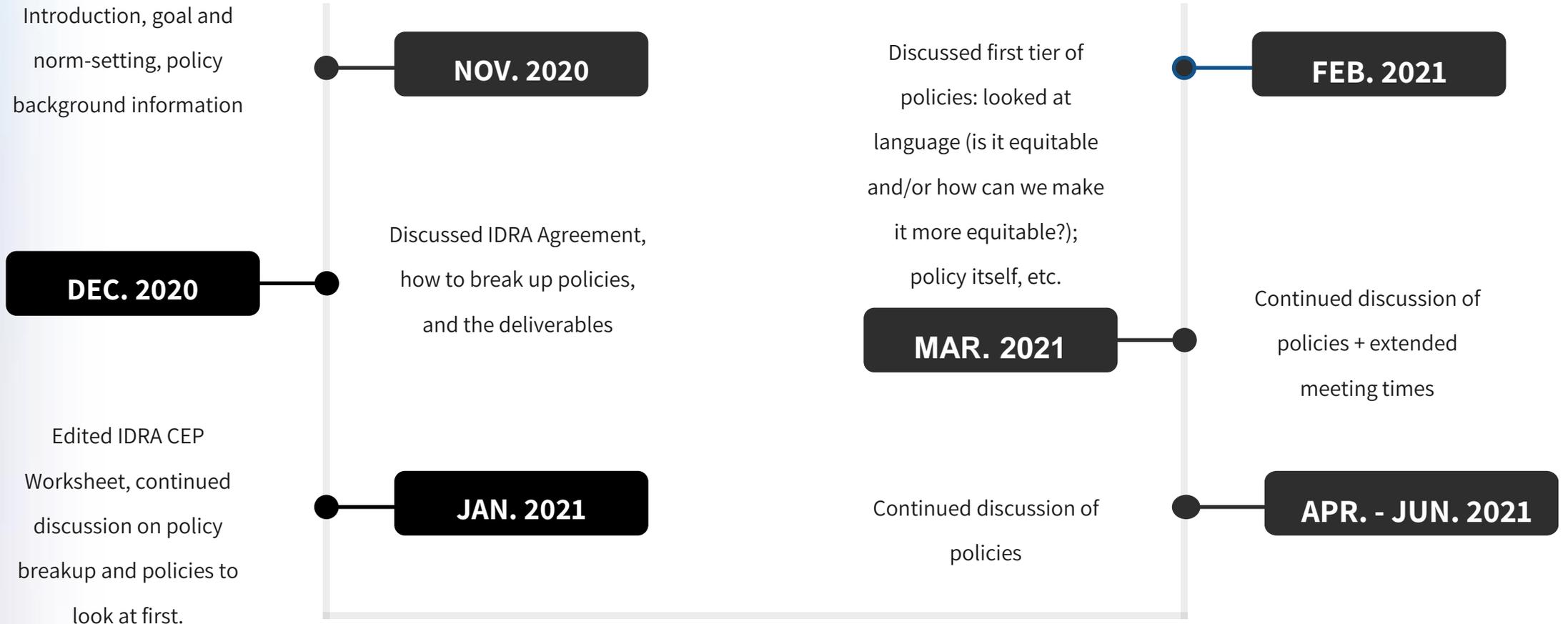
- Equity for All 2025 Strategic Plan focus: eliminate racial disparities.
- Policies either support or undermine the success of the strategic plan.
- Policies may not align/provide appropriate guidance to support ACPS' mission, vision and core values.

Intercultural Development Research Association



- Federally-funded equity assistance center to protect students' civil rights in schools.
- Works with state and local education agencies to create asset-based solutions that result in equitable educational opportunities.

Phase 1: Timeline



Phase 1: Policies Reviewed



Review of A Policies:
*Foundations & Basic
Commitments Policies*

JAN. 2021

Review of J Policies (Part 3):
Student Policies

FEB. 2021 - MAR. 2021

**JAN. 2021-
FEB. 2021**

Review of J Policies (Part 1):
Student Policies

MAR. 2021

Review of I Policies (Part 1):
Instructional Program Policies

Review of J Policies (Part 2):
Student Policies

FEB. 2021

Review of I Policies (Parts 2 & 3):
Instructional Program Policies

APR. - JUN. 2021

Next Steps: Upcoming Phases



Phase II

- SY 2021-22: Review Tier II Policies
- Community Engagement with ACPS Stakeholders
- Board Review and Policy Revision
- Refine and Adopt Revised Policies

Phase III

- Action Planning, Implementation & Capacity Building
- Develop 5-Year Outlook and Plan for Re-evaluation



Themes and Highlights to Date

Presented by:

Terrence Wilson, J.D., MPA

IDRA Regional Policy & Community Engagement Director





Our Equity Audit Team

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

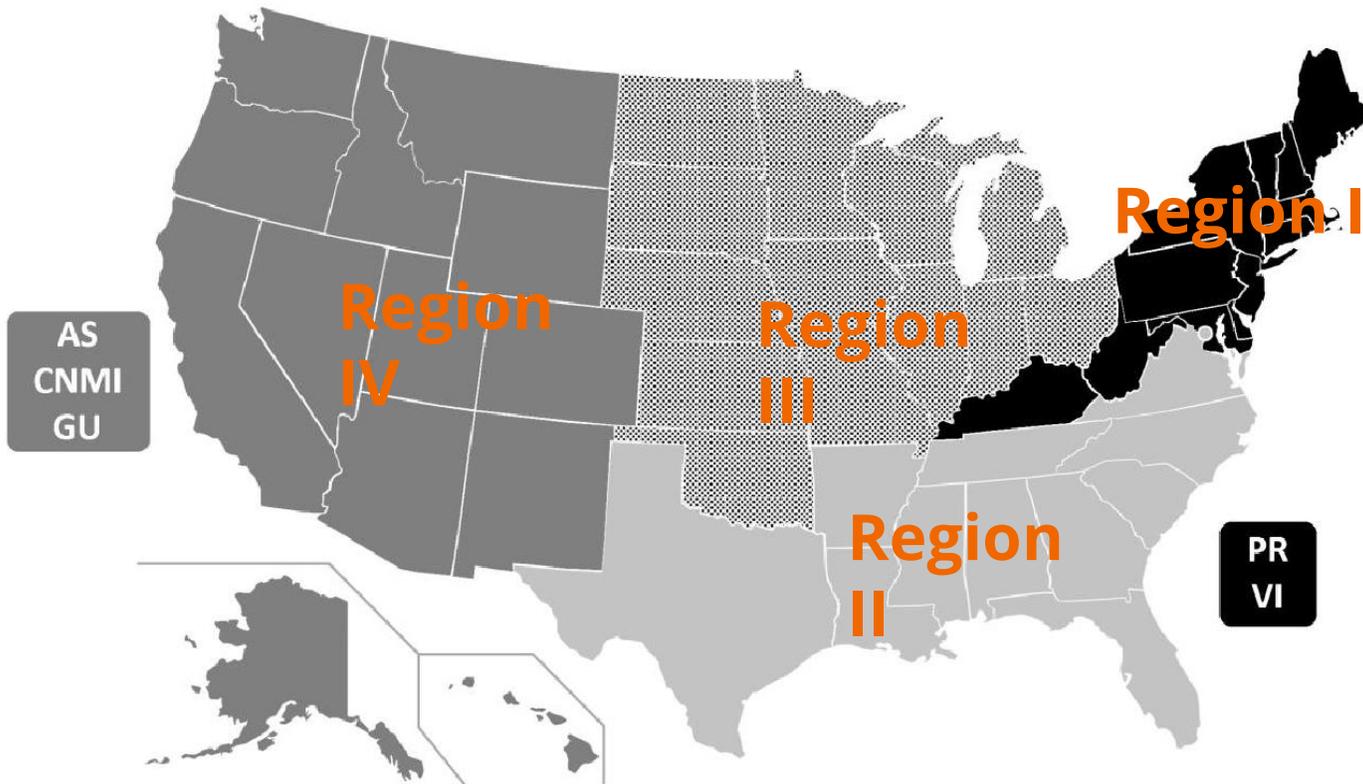
Kennetra Wood – Executive Director of Equity & Alternative Programs

Jennifer Abbruzzese – Director of Policy & Board Initiatives

Cheryl Robinson – Cultural Competency Coordinator

Lexus Whitfield – ACPS Equity Resident

Regional Equity Assistance Centers



Funded through the United States Department of Education Office of Elementary and Secondary Education, the 4 EACS are the only technical assistance (TA) centers that find their origin in the Civil Rights Act (CRA) of 1964.

Technical Assistance Focused on the Civil Rights of Students

The Equity Assistance Centers focus on address educational disparities across four race, gender/sex/orientation, religion, and national origin. This includes, but is not limited to, all forms of discrimination and harassment or disparities arising from intersections related to special education, talented and gifted programs, immigration status, socioeconomic level, and other student demographic characteristics.



Overview of Phase I

Prioritization and Review of Policies Deemed Most Closely Related to Student Experiences and Achievement (Tier I):

- **A Policies** - Foundations and Basic Commitments (4)
- **J Policies** – Student Policies (43)
- **I Policies** – Instructional Program (71)



Overview of Phase I



Guiding Questions

- Who does this policy impact?
- Will the impact of this policy be felt equally amongst all groups of students?
- Which voices were included or excluded from this policy's creation?
- Is the policy language inclusive/exclusive/exhaustive?
- Will a change to this policy have a disproportionate impact on vulnerable students?
- Is there a method for tracking outcomes?
- Who is responsible for monitoring those outcomes?
- Is there an equity-goal attached to this policy?
- How does this policy align with our strategic plan?

A Policies – Foundations and Basic Commitments

Policies Reviewed

- AC- Nondiscrimination
- AD – Educational Philosophy
- AE – School Division Goals and Objectives
- AF – Comprehensive Plan



Policy Themes

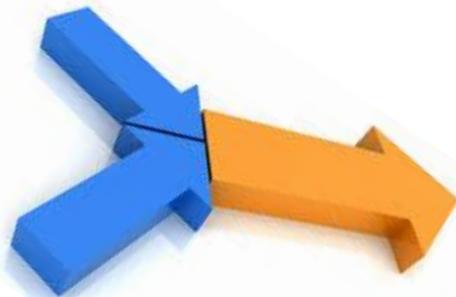
- Opportunity to move beyond:
 - Nondiscrimination
 - Equal Opportunity → Equitable Opportunities
- Opportunity to align:
 - School Board and ACPS goals, objectives and plans with Strategic Plan goals

J Policies – Students

Policies Reviewed

(EEO/Nondiscrimination)

- JB/JB-R/JFHA/JFHA-R/JFHA-F



Policy Themes

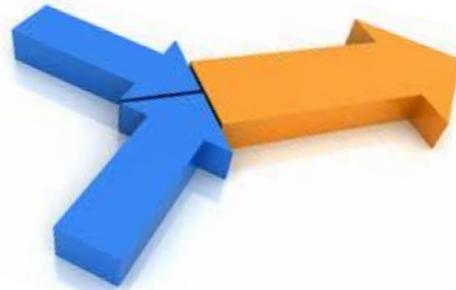
- Opportunity to provide support and restoration
- Opportunity to further envision what environment should exist
- Opportunity for continuous data review and analysis

J Policies – Students

Policies Reviewed

(Academic Policies)

- **Admission:** JCE/JCE-R/JEB/JEC/JEC-A/ JEC-B/JEC-R
- **Placement and Transfer:** JC/JCD/JC-R/JCD-R/JCJ/JCA/JCB



Policy Themes

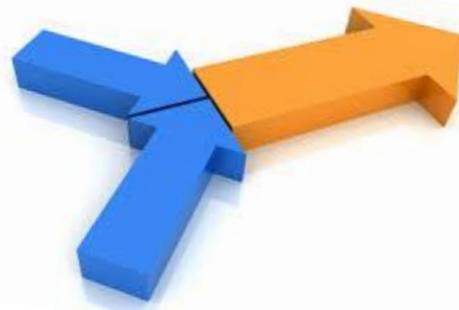
- Opportunity to examine and impact school demographics
- Opportunity to monitor and ensure equitable transfers and access to programmatic options (Dual Language/K-8/Modified Calendar)

J Policies – Students

Policies Reviewed

(Academic Policies)

- **Discipline:**
JFCA/JFCB/JFCC/JFCD/
JFCE/JFCF/JFCI/JFCF-R/
JFCI-
R/JFCH/JFCH/JFCJ/JFD
/JFG/JGA/JGD/JGE/
JGD-R/JGE-R



Policy Themes

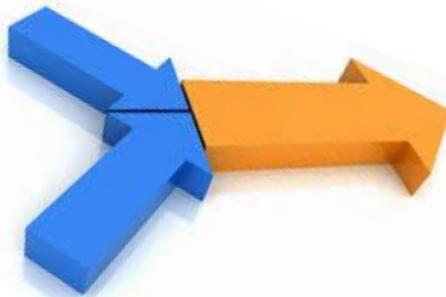
- Opportunity to move beyond punitive measures to restorative ones
- Opportunity to align responses to student behavior with Strategic Plan values (support vs. punishment)

J Policies – Students

Policies Reviewed

(Academic Policies)

- **Attendance & Governance:**
JEA/JEA-R/JED-
R/JED/JEG/ JFB/JFC/JFC-
R/JFC-R2



Policy Themes

- Opportunity to understand and address root causes of truancy
- Opportunity to enable each student to participate in decisions that impact them

I Policies – Instructional Programs

Policies Reviewed

(Curriculum Quality and Access)

- **Culturally Sustaining Curricula:**

IGAI/IGBG/IGBGA/IGBGA/
IGBGA-R/IIA/IIAA/IIAB/
IIBD/IIBEB/IA/IAA/IF/IFA/
IFA-R/IFD/IFE/IGAE/IGAF/
IGAG/ IGAH



Policy Themes

- Opportunity to align instructional goals and curricular options with focus on equity within Strategic Plan
- Opportunity to engage diverse sets of students/families/ community stakeholders in curriculum design

I Policies – Instructional Programs

Policies Reviewed

(Curriculum Quality and Access)

- **Culturally Sustaining Pedagogy:** IGAA/IGAA-R/IGBH/IHA/ IHB/IHB-R/IIBEA/IIBEA-R/IIBEA-R2/IKD/IKD-R/IM/INB/INDC



Policy Themes

- Opportunity to identify and address equity challenges within classroom settings
- Opportunity to prepare educators to create affirming spaces for discussions about identity and culture

I Policies – Instructional Programs

Policies Currently Being Reviewed:

(Curriculum Quality and Access)

- **Academic Pathways:**

IGAD/IGBA/IGBB/IGBF/IGBI/IGBJ/
IGCA/IIAE/ IKF/IKF-R

- **Grading, Testing & Promotion:**

IGBE/IKB/IKB-R/IKC/IKC-
R/IKE/IKE-R/IKEB/IKEB-
R/IKFA/IKFA-R/IKFD-R/IKG/IKH/IL



- **Families & Communities as Partners:**

IGBC/IGBC-R/IICB/IICC/IKA/IKA-R/IKCA/IGE

- **Extracurricular Activities:**

IGDA/IGDAA/IICA/IICA-R/IICAB-GDP

Questions and Discussion

4/9/21 Board Brief



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Executive Director of Equity and Alternative Programs

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Draft Policy Review Schedule



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Audit Agreement



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Intercultural Development Research Association

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