

**BOARD MEMO**

Date: October 29, 2020

For ACTION \_\_\_\_\_

For INFORMATION

Board Agenda: Yes

No \_\_\_\_\_

**FROM:** Julie A. Crawford, Ed.D., Chief of Student Services and Equity  
Kennetra N. Wood, Executive Director of Equity and Alternative Programs

**THROUGH:** Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Cindy Anderson, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Update on Equity Audit of School Board Policies

**ACPS 2025 STRATEGIC PLAN GOAL:**

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

**SY 2020-2021 FOCUS AREA:**

- Focus Area 2: Policy Equity Audit
- Focus Area 3: Strategic Plan Implementation
- Focus Area 5: Academic Disparities

**FY 2021 BUDGET PRIORITY:**

Cultural Competence for All Staff

**SUMMARY:**

Racial equity is the foundation of the ACPS Strategic Plan: Equity for All 2025. ACPS, including the School Board, has been engaged in equity training for a number of years in an effort to support every student succeeding. As a part of the ongoing equity conversations, the School Board committed to an equity audit of School Board policies. Members of the Senior Leadership Team have supported this effort by proposing The Intercultural Development Research Association (IDRA) as the group to conduct the audit and support the work.

**BACKGROUND:**

In March 2017, ACPS requested that Hanover Research conduct a review of ACPS School Board policies with an equity lens. As stated in the attached report, ACPS requested Hanover investigate the following research questions:

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- What are the components of high-quality district and school policies that focus on equity?
- How do districts include wording related to resources and services for student groups who are historically and repeatedly represented in achievement gap data?
- In what ways do ACPS policies compare to those of peer and/or exemplary school districts?
- How do ACPS School Board policies address equitable practices for students in terms of socioeconomic status, religion, culture, race, gender preference, and gender identity?
- What next steps can ACPS take to support an equity lens in policy aligned with the district's 2020 Strategic Plan?

The School Board continued to participate in equity trainings with the Department of Student Services and Equity during the 2019-2020 school year, prior to the transition to virtual learning. As a part of that work, the School Board identified the need for an audit of ACPS' School Board policies with an equity lens. To facilitate this process, senior leaders have researched policy audits and have identified the IDRA as an organization to work with the School Board.

### **RECOMMENDATION:**

The Superintendent recommends that the School Board review the update and support collaborating with IDRA on the equity audit of School Board policies.

### **IMPACT:**

By reviewing the information on the equity audit in School Board policies, the School Board continues its commitment to ensuring the provision of equitable services to ACPS students and staff by providing an inclusive and responsive learning environment.

### **ATTACHMENTS:**

1. Presentation: Update on Equity Audit of School Board Policies

### **CONTACT:**

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