

## BOARD BRIEF

Date: April 9, 2021

BOARD INFORMATION:   X  

MEETING PREPARATION:       

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

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

**TO:** The Honorable Meagan Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Anti-Racism Training

### **ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 1: Systemic Alignment

Goal 2: Instructional Excellence

Goal 3: Student Accessibility and Support

Goal 5: Family and Community Engagement

### **SY 2020-2021 FOCUS AREA:**

Focus Area 3: Strategic Plan Implementation

### **FY 2021 BUDGET PRIORITY:**

Cultural Competence for All Staff

### **SUMMARY:**

Guided by the ACPS Strategic Plan 2025, *Equity for All* with racial equity at the heart, and the identification as a 2020-2021 school year focus area, Superintendent Dr. Gregory C. Hutchings, Jr. empowered the Department of Student Services and Equity to embark on specific anti-racism training. The Department of Student Services and Equity began an RFP process in December 2020 to secure a consultant group to provide anti-racism training to build the capacity of our equity leaders at the school and central office level, school-based equity liaisons and equity team members. This brief is an introduction to the consultant group chosen through the RFP process, the pre-assessment timeline and the focus of training sessions.

### **BACKGROUND:**

The Department of Student Services and Equity has been delivering monthly equity training modules with division leaders for the past six years. During the 2020-2021 school year, training modules have been modified as turnaround training for school and department leaders to deliver to their respective staff. Per the superintendent's charge, anti-racism training was

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identified as the next phase on our journey to move beyond cultural competence and become an anti-racist school division.

Through the RFP process, The Valbrun Consulting Group (TVCG) was selected to support our anti-racism work. TVCG is an educational consulting firm that offers support in the areas of diversity, equity, inclusion and anti-racism, strategic planning, strategy management and organizational development. They are comprised of highly skilled education practitioners with relevant experience in school and district leadership, and work specifically to build the capacity of district and school leaders and staff to lead for equity, create equitable environments, mitigate opportunity gaps, implement systems for improvement, and manage change for results that improve outcomes for traditionally marginalized, and underrepresented populations of students.

Currently, the anti-racism planning team has created a schedule for division leaders, equity liaisons and equity team members who have previously participated in equity training to take the Intercultural Development Assessment Inventory (IDI) in three cohorts during the month of April. To complete the IDI participants will participate in a primer session, take the assessment and participate in a coaching session to understand and discuss individual results. The IDI data will be aggregated by job description, central office and school based staff as well as all division participants.

The anti-racism training will be phased into three sessions to create a learning journey achieved through first a deep reflection and self-awareness, fostering and maintaining relationships and the identification and exploration of systems and structures of racism and oppression.

**RECOMMENDATION:** The Superintendent recommends the School Board review this brief as an introduction to The Valbrun Consulting Group partnership and the anti-racism training work.

**IMPACT:**

By reviewing introductory information, the School Board will gain an understanding of the first phase of anti-racism work and the areas of focus.

**ATTACHMENTS:**

Intercultural Development Assessment Inventory Cohort Schedule

**CONTACT:**

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