

Update on Equity Audit of School Board Policies

October 29, 2020



EQUITY FOR ALL 2025

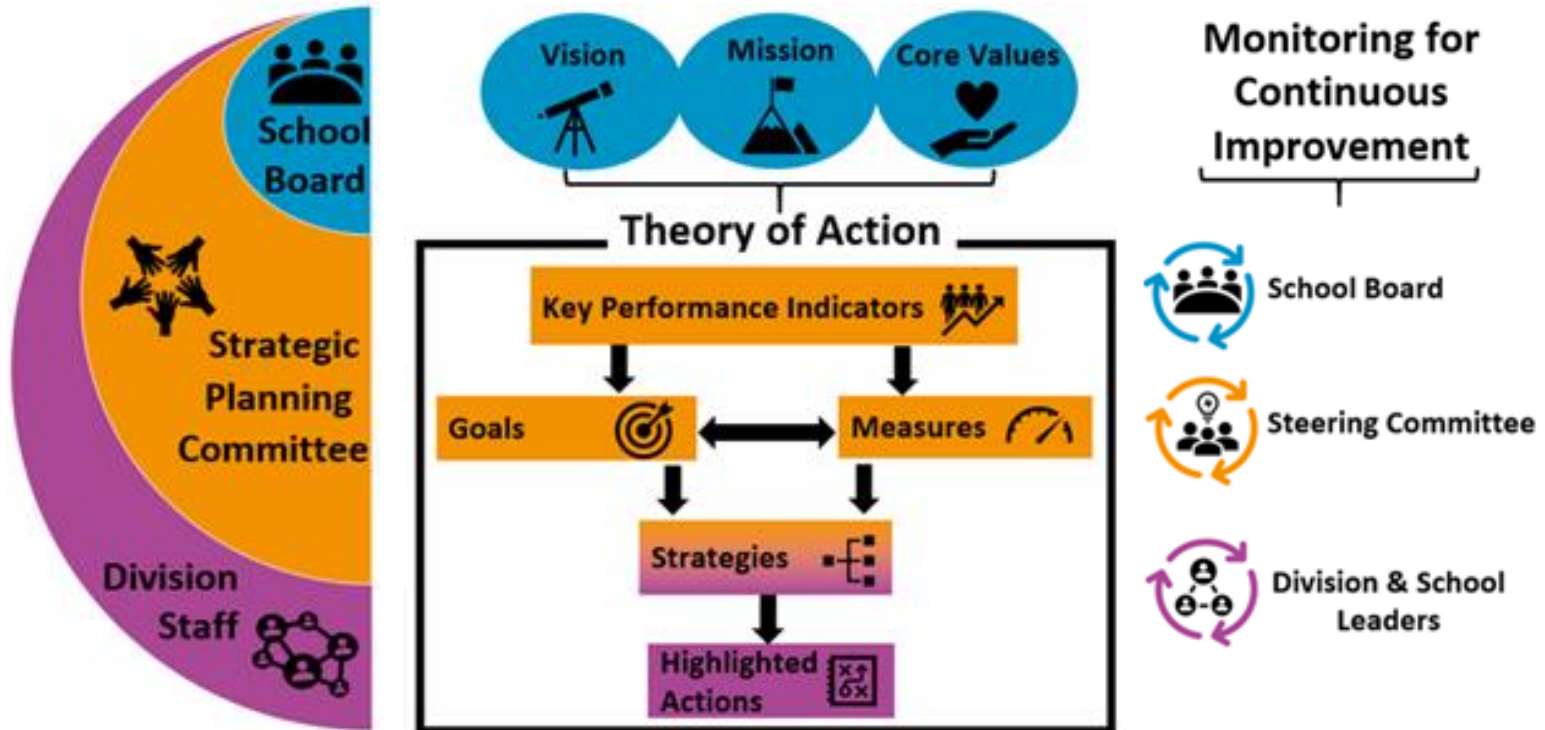
Guiding Questions for the Equity Audit of School Board Policies

1. How do we ensure ACPS policies are aligned to support the work of our strategic plan?
2. How do we actualize our strategic plan by strengthening our policies?
3. How does our data support the need for policy alignment to our strategic plan goals?
4. How can we create a crosswalk of our data, policies and strategic plan goals?

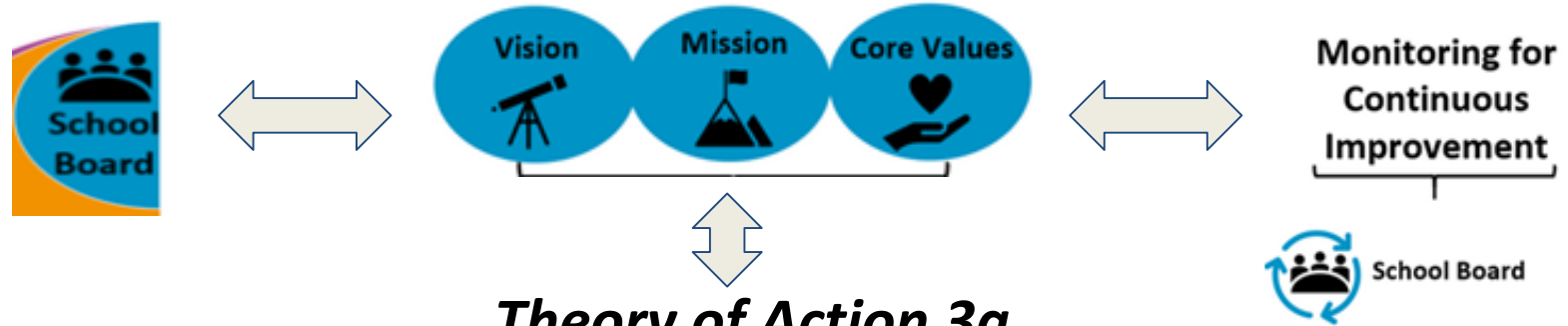
Steps Along Our Equity Journey

- Strategic Plan 2025: *Equity for All*
- Equity training with School Board, Administrators, Staff
- Government Alliance on Race and Equity (GARE) participation
- Equity Liaisons
- Inter-departmental collaboration
- Collaborative partnerships

Equity for All 2025 Framework



2025 Strategic Plan: Equity for All



Theory of Action 3a.

The School Board developed our mission, vision and core values

Goal: Systemic Alignment

ACPS will build a culture of continuous improvement and design equitable systems for schools and instructional improvement

The Intercultural Development Research Association (IDRA EAC-South)

- Recommended to ACPS through VDOE Director from the Office of Equity and Community Engagement
- Experience with the Governor's Commission for Social Studies SOL
- Experience working with policy through an equity lens
- Focus on how policies operate and how they impact people

Welcome Mr. Terrence Wilson

IDRA EAC-South

- Federally-funded equity assistance center to protect students' civil rights in schools
- Works with local education agencies to create **asset-based solutions** that result in equitable educational opportunities
- Entering 5 decades of supporting schools through **universal, targeted** and **intensive** technical assistance and training
- 4 Equity Areas of Focus: **Race, National Origin, Gender/Sex & Religion**



Proposed Next Steps

Fall 2020:

- Solidify working relationship w/IDRA EAC-*South*

Winter 2020:

- Planning for School Board Policy equity audit and timeline
- Audit in progress

Spring 2021:

- Audit completion



Dr. Julie Crawford, Chief of Student Services and Equity

Kennetra Wood, Executive Director of Equity and Alternative Programs

Superintendent

Dr. Gregory C. Hutchings, Jr.

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