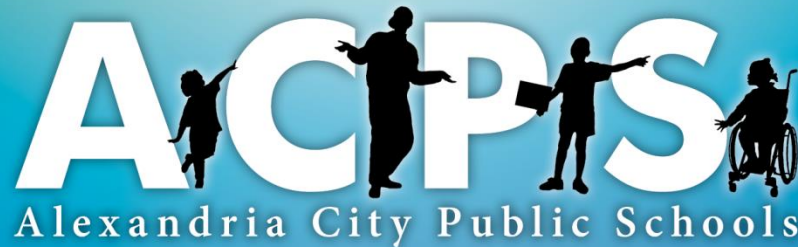


# ACPS Data Workbook: Illuminating Inequities and The Path Forward

Board Work Session

December 17, 2019



**EVERY STUDENT SUCCEEDS**

# Objectives

- Develop a shared understanding of educational equity and excellence.
- Illuminate existing educational inequities.
- Reflect on how to support key drivers of change.



# What is Educational Equity?

Educational disparities based on race, economics and other dimensions of difference are reduced and eliminated. Positive school outcomes are distributed equitably proportionally across all demographic and identity groups. Negative outcomes and disproportionality are reduced for all groups.

-Howard, Gary

*[Mr. Howard](#) is an author, consultant and educator with over 40 years of experience working with issues of civil rights, social justice, equity, education, and diversity.*

# 2025 Strategic Planning Committee Data Workbook



## Data Are...



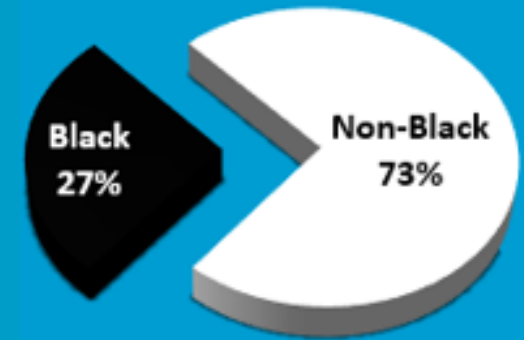
## Data Are Not...



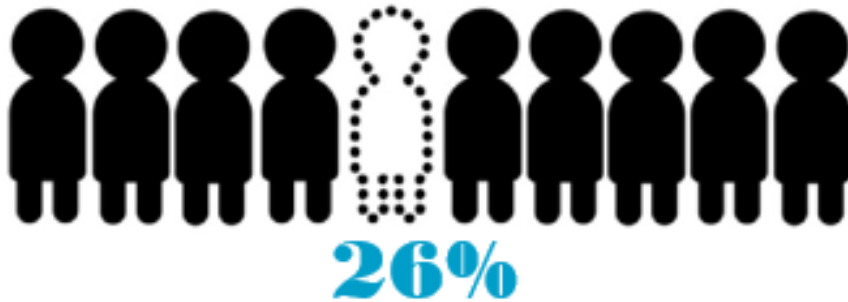


Alexandria City Public Schools

# BLACK STUDENTS



## CHRONIC ABSENTEEISM



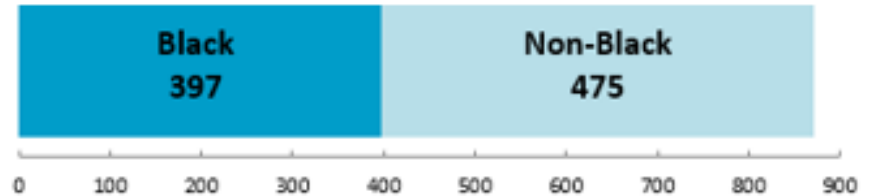
of all chronically absent students in 2018-19 were Black

## DISCIPLINE

In 2018-19, Black students represented

# 46%

of all out-of-school suspensions



# Board Dialogue

- Each person shares **one thing they noticed that illuminates an equity issue/gap** (i.e. disproportionate experiences and/or outcomes).
  - *During this portion it is important to just describe what you see as objectively as possible. (e.g. “I notice that SWDs are twice as likely to be suspended as all students.”)*
  - *Resist the urge to interpret or pose questions.*
- Helpful sentence frame: **I notice....**





**Every system  
is perfectly  
designed to  
achieve  
exactly the  
results it gets**

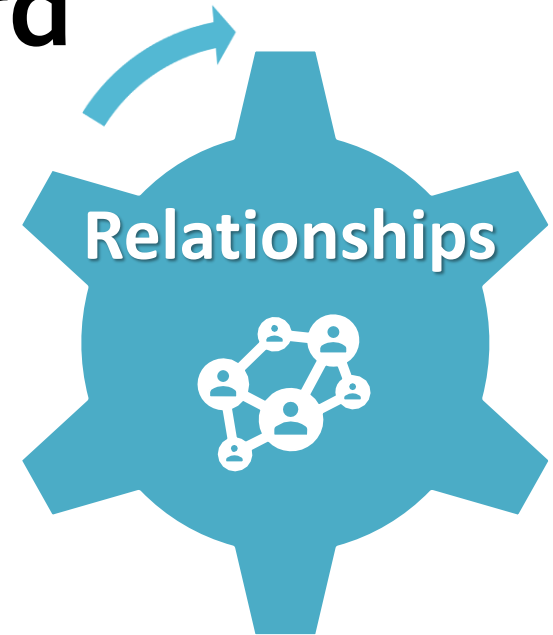
# Driving Forward



*Shared commitment to implement change and shared belief in collective capability to do so.*



*Alignment with a clear theory of action.*



*The way in which two or more people or groups regard and behave toward each other.*



# Change Leadership

- Building professional capacity for equity with staff
- Executive coaching



- Equity audits
- Defining equity across areas
- Clear equity-focused mission, vision, and core values

# Systemic Coherence

- ACPS 2025 Strategic Plan
- Unified Planning Process
- Alignment of Organizational Structure
- Policies (ex. equity)



# Relationships

- Social Emotional and Academic Learning (SEAL)
- Family Engagement
- Trust-building with school teams
- Quarterly Chats
- City and Community Partnerships



# Excellence

We keep the bar high in all we do. We educate students for life and for reflective citizenship. We empower students and employees in the preservation of their identity and culture. Substance, depth, and critical thinking are more important than compliance or test scores.



-Howard, Gary



# Beginning a Dialogue

- As a governing body, how can the Board help remove barriers to educational access and success for all students?

# Contact Information

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