Equity Committee School Board Update

November 4, 2021

Charlottesville City Schools

Our Mission:
Every Learner.
Every Day.
Everyone.
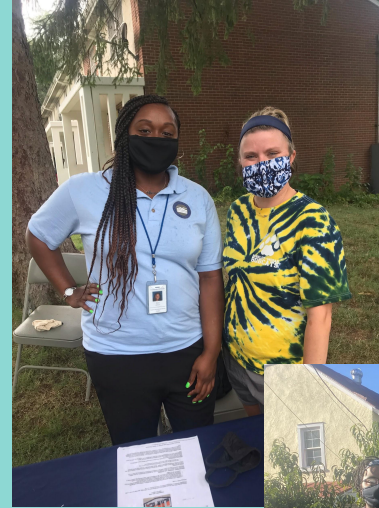
Community/Family Engagement Updates

Family and Community Engagement Updates

- Community Engagement allows us to meet families where they are
- Helps identify strengths and supports both within our families and community
- Intentional to eliminate barriers to student success

Family and Community Engagement Updates

- Joining efforts already in place within our community
  - Westhaven Community Day, Friendship Court Community Day, Hearthwood School Supply Drive, and more
  - Increased attendance by our families due to proximity
- Community Meet and Greets
  - Powerschool and preschool registration
  - Chance for school staff to build relationships early

Family and Community Engagement Updates

- Elementary Snack Drive
  - 150+ boxes donated
- Family Engagement Football Tailgate
  - Community resources, dinner, and games
- Existing partnerships allowed us to continue:
  - Back to School Bash in August
  - Response to Essential Needs Drive Through on November 20
  - Community Meet and Greets throughout the year for Dr. Gurley to meet more of our students and families

Family Engagement Coordinator

CCS
Student & Family
Engagement

Bianca Johnson
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Inclusive Excellence Framework Overview

Inclusive Excellence Framework Overview
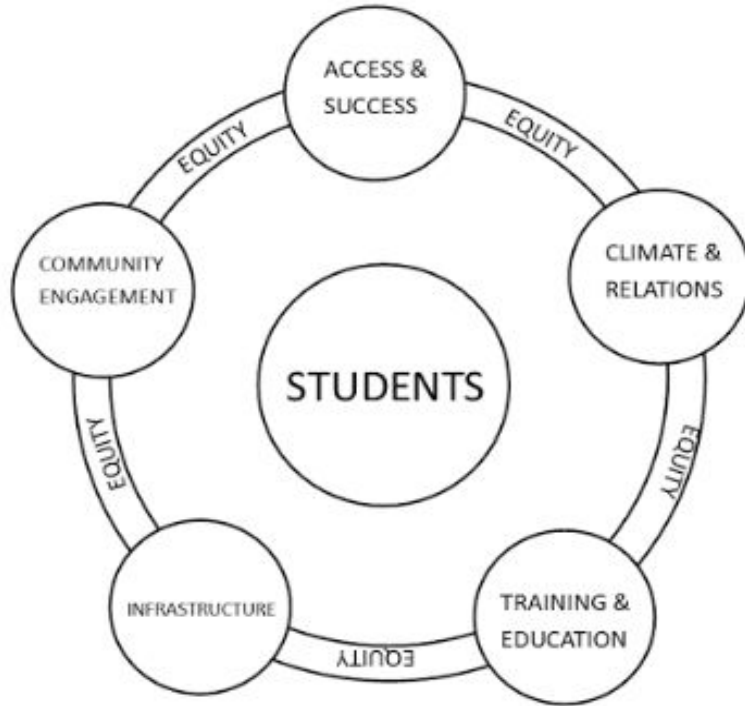
- ❏ **Access & Success**

- ❏ **Climate & Relationships**

- ❏ **Training & Education**

- ❏ **Infrastructure**

- ❏ **Community Engagement**

Inclusive Excellence Dimensions

Access & Success

❑ Students and Employees
  ❑ Activities K-12 organizations use to recruit, hire, and retain individuals from a broad range of human experience and abilities
  ❑ Investments made in the development of employees and leadership to increase or maintain diversity among a district or school's employees, bringing needed perspectives to its operations and increase productivity and creativity
  ❑ Curricular, pedagogical, and co-curricular opportunities that are equitably available to all students
  ❑ Learning experiences designed to improve student achievement

Goal:

❑ Compositionally diverse and skilled employee base that provides culturally responsive, inclusive, relevant, and rigorous learning experiences for our students

Inclusive Excellence Dimensions

Climate & Relationships

❏ Commitment to affirm, value, and elevate the diverse identities, perspectives, and experiences of all students

❏ Supportive and safe environment where students, staff, and families feel connected

Goal

❏ Consistent and aligned policies, procededures, and implementation to promote and execute an environment of safety and connection for students, staff, and families

Inclusive Excellence Dimensions

Training & Education
- ❏ Alignment with the diversity our students bring
- ❏ Equity and excellence in teaching and learning
- ❏ Development of student/staff knowledge, skills, and ability to facilitate intergroup relations
- ❏ Leveraging diversity for relationship-building, academic achievement, and opportunity and access

Goal
- ❏ Learning varied perspectives of domestic and international diversity, equity, inclusion, and social justice to create a climate of inclusivity, high expectations, collaboration, continuous improvement, and agency.

Inclusive Excellence Dimensions

Organizational Infrastructure
- ❏ Infrastructure that supports and fully integrates our equity goals
- ❏ Centering of inclusive excellence in planning processes
- ❏ Systematic and proactive in establishing best practices throughout CCS
    Goal
    - ❏ An organizational infrastructure that effectively supports progress in achieving equity goals.

Inclusive Excellence Dimensions

Community Engagement

❏ Components from the inclusive excellence and dual-capacity building framework
❏ Equitable engagement of the community as co-creators, initiators/advocates, receivers, providers, and evaluators
❏ Growing community relationships to support student success

Goals

❏ Deepening the division's contribution to improved inclusivity and equity
❏ Sustaining equitable collaboration among the school, family, and community stakeholders

Data Dashboard Overview

Data Dashboard

Charge: determine a Data Dashboard Recommendation of up to 10 data points and/or metrics for Charlottesville City Schools by March 31, 2021.

Committee of community members, CCS parents, organizational partners, school-based Equity Council Chairs, and division leadership. Met biweekly from January - March 2021.

Process: Learning best practices, strengthening our equity lens

Frame: OPPORTUNITY gap vs. ACHIEVEMENT gap

Goal: Devise a user-friendly tool that:

❏ is accessible to multiple stakeholders (e.g., parents, students, teachers)
❏ represents an assets-based approach to student thriving that centers the whole child
❏ informs our practices and policies to support equity across the division

Tying Data to Equity Goals

Dashboard would start with a **General Equity Overview**, including:

- ❏ Assets-based approach to center the whole child
- ❏ Acknowledgment of gains
- ❏ Acknowledgment of systemic issues that require CCS to have greater levels of transparency, collaboration, and accountability toward our equity goals

Each of the 4 **Division-approved Equity Goals** would include:

- ❏ Goal-specific data overview
- ❏ Quantitative data
- ❏ Qualitative data
- ❏ Narrative, explanation, and division's response to address areas of improvement

Recommended Categories of Metrics

1. Links to School Quality Profile data under the appropriate equity goal
2. Teacher Recruitment/Hiring/Retention data
3. Teacher Climate Survey and focus group feedback
4. Equity Trainings and Professional Learning planning and exit data
5. School Climate Survey (including student connectedness) and student focus group feedback

Next steps: Feedback from constituents about what data to include and how best to collect and represent it.

Sample for Equity Goal #2

Goal 2
Diverse, Inclusive, and Rigorous Learning Experiences

Overview: high-stakes testing data **and** assets-based picture of our students and the process our teachers experience.

History of Quest gifted program and what we're doing now, why, and program updates

- Detracking / Unleveling - Math and reading placement, course offering with honors-option, Level-Up Initiative
- Advanced Placement class enrollment, successful course completion, and passing AP exam
- Dual Enrollment offerings, successful course completion
- Advanced Diplomas, Biliteracy Seal, CTE certifications

Curriculum descriptions:

Anti-racist and anti-bias curriculum - overview and new data going forward:

performance assessments through inquiry design model for K-12 Social Studies curriculum

Next Steps:
- December-May: Feedback Period
- May-July: Planning Period
- August: Implementation

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