

# Equity Committee School Board Update

November 4, 2021



# Charlottesville City Schools



**Our Mission:**  
**Every Learner.**  
**Every Day.**  
**Everyone.**



# Community/Family Engagement Updates



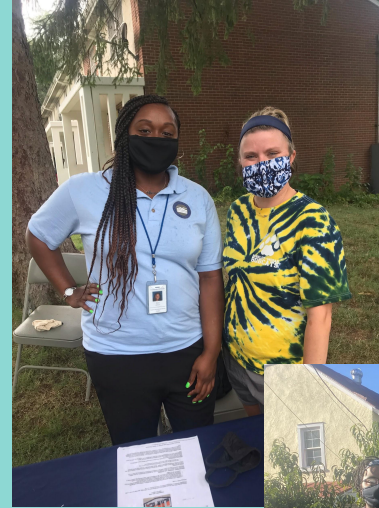
# Family and Community Engagement Updates

- 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



**FIND US IN THE COMMUNITY!**

- Tuesday, August 3rd 4:00-6:00pm at Abundant Life (782 Prospect Avenue)
- Saturday, August 7th 10:30am -12:30pm at Westhaven Community Health Fair Day (801 Hardy Drive)
- Monday, August 9th 4:30-6:30pm at the Heartwood Back To School Event (2111 Michie Drive)
- Wednesday, August 11th, 5:30-7:30pm at Friendship Court (418 Garrett Street)
- Saturday, August 21st 10:30am-12:00pm at The Back To School Bash (Fling Pavilion, 700 East Main Street)

Charlotte-Mecklenburg Schools Student and Family Engagement  
familyengagement@charlottesvilleschools.org

ETS  
Member of Family Engagement



**FREE school supplies and backpacks while they last!**  
A parent or guardian must be present with students to receive supplies.

**When**  
Saturday  
August 21, 2021  
10:30 AM - 12:00 PM

**Where**  
Downtown Pavilion  
Charlottesville

**Register at:**  
<https://www.facebook.com/cvillbacktoschoolbash/>  
OR  
[www.charlottesvilleschools.org/btsbash](http://www.charlottesvilleschools.org/btsbash)

For more information, visit our Facebook page or contact Rev. Dr. Alvin Edwards, MC Zion First African Baptist Church at (434) 293-3212.

Sponsored by The African American History Center, Charlottesville-City Schools, Albemarle County Schools, and the City of Charlottesville.

Like "Love" the Charlottesville Back To School Bash on Facebook!


**GET READY FOR FAMILY ENGAGEMENT FOOTBALL TAILGATE!**

**FRIDAY, SEPTEMBER 10TH 6:00-7:00PM**

Stop by the tailgate to play games, grab dinner, resources, and watch the CIS vs. Orange County game at 7pm!

Reserve Your Tickets Here:  
[WWW.TINYURL.COM/CNSFAMFOOTBALL](http://WWW.TINYURL.COM/CNSFAMFOOTBALL)

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**ELEMENTARY Snack Drive**

Thursday, August 19th-Friday, September 24th

Please drop off your donations at the school your choice or at the Division Annex (1400 Melbourne Road)

**Items Requested**  
*(Pleasee free and individual pouches, please)*

- Pretzels
- Goldfish Crackers
- Ritz Crackers
- Popcorn
- Cheeze-its
- Applesauce pouches
- Animal Crackers
- Graham crackers

To purchase from our Amazon list, please scan the QR code or type the link below in your browser:  
[www.tinyurl.com/CCSnackdrive](http://www.tinyurl.com/CCSnackdrive)




CCS STUDENT AND FAMILY ENGAGEMENT INVITES YOU TO:

**2021 FALL FESTIVAL**

Drive through to receive goody bags, community resources, and more.  
**COSTUMES WELCOME!**

**OCT. 30, 2021 11 AM TO 1 PM**  
**CHARLOTTEVILLE HIGH SCHOOL**  
1400 MELBOURNE ROAD

FOR MORE INFORMATION, PLEASE EMAIL: FAMILYENGAGEMENT@CHARLOTTEVILLE.SCHOOLS.ORG



IN PARTNERSHIP WITH THE CHRIS LONG FOUNDATION, UNITED WAY, AND THE BROOKES FAMILY YMCA, CCS STUDENT AND FAMILY ENGAGEMENT INVITES YOU TO:

**Fall R. E. N. Event**

Response to Essential Needs Drive-Through  
**SATURDAY, NOVEMBER 20TH 11AM-1PM**  
**CHARLOTTEVILLE HIGH SCHOOL**  
1400 MELBOURNE ROAD  
RECEIVE COATS, FOOD, HYGIENE SUPPLIES AND MORE!

ETS  
Member of Family Engagement

 **United Way**  
United Way of Greater Charlottesville

**CHRIS LONG FOUNDATION**

FOR MORE INFORMATION, PLEASE EMAIL: familyengagement@charlottesvilleschools.org

# Family Engagement Coordinator



**Bianca Johnson**

**Email: [johnsob2@charlottesvilleschools.org](mailto:johnsob2@charlottesvilleschools.org)**

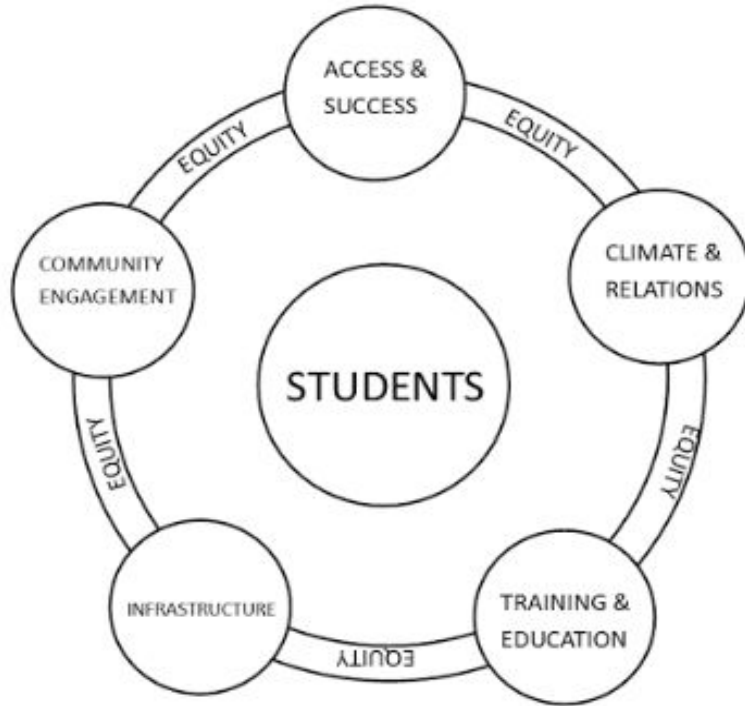




# Inclusive Excellence Framework Overview



# 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, procedures, 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

**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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