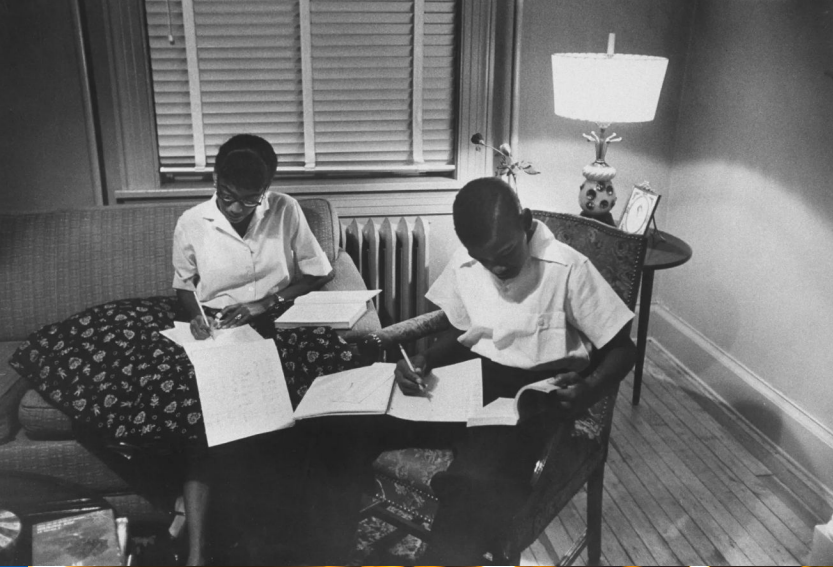


Equity Overview

October 5, 2023



Family
And
Community
Engagement



African-American students studying at home while Charlottesville schools were closed in 1958. Ed Clark/The LIFE Picture Collection, via Getty Images



'You Are Still Black': Charlottesville's Racial Divide Hinders Students

Give this article



228



The tension -- and several fights -- began Friday when a story on the school's years of desegregation in the late 1960s appeared in the school paper, The Knight Time Review. The article not only reviewed the integration process but also contained racially inflammatory statements about blacks from unnamed students.

One quote, from an anonymous sophomore, said all that black students do in school 'is hang around the hall. They just come to get heat. They just mess around ... come to school 'cause they don't have nothing else to do ... they just come to smoke herb (marijuana) and all that stuff.'

The newspaper staff issued an apology for the article.

Garrett said the situation was aggravated Monday by painted slogans in the school parking lot that faculty members tried unsuccessfully to remove before students arrived.

One sign read, 'Niggers must die' while another read 'Seniors for White Supremacy.'

Five Years of Equity Work




- 15+ school-based and community events (as well as online opportunities) for staff, students, parents, and community members to share their ideas.
- The Charlottesville Youth Council also compiled a list of top themes.
- CHS members of the Black Student Union and the Latinx Student Union held a school walk-out to raise awareness for their revised list of strategies for promoting equity.





Charlottesville City Schools invites you to our

Community Conversations on EQUITY

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

Join us for another round of community-wide meetings about our shared commitment to serve all of our students well. We want to hear from you. Childcare will be available.

2/24 • 6pm • CHS
2/25 • 6:30pm • Friendship Ct.
2/26 • 6:30pm • Boys & Girls Club (Cherry Ave.)
2/27 • 12pm • City of Promise

Find updates at charlottesvilleschools.org/equity.
Questions? Contact goodnews@charlottesvilleschools.org.

Charlottesville City Schools invites you to a

Community Forum on EQUITY



Join us for a community discussion about our shared commitment to serve all of our students well. At Charlottesville City Schools, we are making progress, yet we still have much work to do. We want to hear from you and answer your questions.

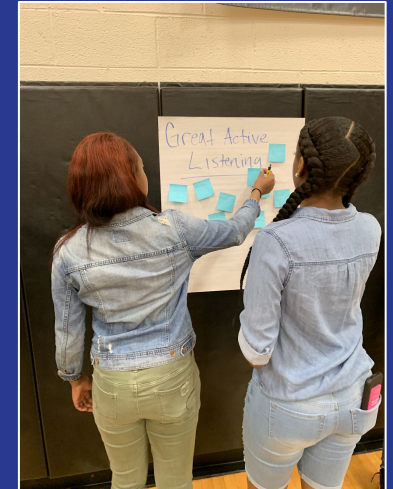
October 23, 2018 • 7 p.m. • CHS

For more information, contact goodnews@charlottesvilleschools.org.

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

Four Years of Equity Work

32 Themes were narrowed
down to **FOUR** key focus areas



Four Key Focus Areas

Equity Foundations

We want to be systematic and proactive as we make positive change. Let's follow -- and establish -- best practices.

Diverse, Inclusive, and Rigorous Learning Experiences

"Define what a high-quality classroom looks like in the domains of curriculum, instruction, assessment, effective learning environment, and leading and managing a classroom, then incorporate culturally responsive attitudes and practices to each of those domains."- Carol Ann Tomlinson

Supported/Supportive Staff

This includes diversifying our staff and equipping our educators to succeed and help all students succeed.

Growing Relationships

As we help our staff and students feel connected, supported, and safe, we will learn from one another for our mutual gain.

Four Key Focus Area- Equity Foundations

Policy Adoption 2019-2022

The school board adopted an equity policy, anti-racism policy and transgender/non-binary student support policy. Additionally, it adopted a policy that forbids fees to limit student access.

Four-Key Focus Areas 2019

After a set of listening sessions, the division created four key focus areas to guide its work.

Equity Committee 2019-present

The division created school-based equity councils and a division level equity committee.

Division-Wide Free Nutrition 2023

Every student in the division now has access to free breakfast and lunch.

Student-Voice Opportunities 2023

The division has organized multiple ways in which students can provide ideas, thoughts and concerns to division and school leadership, including as school board representatives, through advisory groups and student-led conversations.

Technology Access 2019-present

The division has a one-to-one Chromebook initiative and students without wi-fi have access to hotspots or may be eligible for free home internet service.

School Supply Initiative 2023

The division now provides school supplies for any student that needs support.



Four Key Focus Area - Diverse, Inclusive, and Rigorous Learning Experiences

Recruitment of a diverse staff

2019-present

In 2019 30% of the new hires were people of color and 100% of new administrators were people of color.

Gifted Program Redesign

2019- present

The division dismantled its previous pull-out gifted model to a push-in model that allows all students in general education access to the gifted resource.

Remove barriers to honors courses in upper grades

2019-present

Several classes were converted to honors-option where more students were exposed to honors-level content.

Revised the Social Sciences Curriculum

2019-present

Coordinators revised the curriculum to a more inclusive, representative and truthful history.



Four Key Focus Area - Supported/Supportive Staff

Improved Mentoring program

2019-present

The division began an iterative process of providing mentoring and support for new and veteran teachers and partnering with outside organizations for support.



Equity-Centered Professional Learning Plan

2019-present

All teachers receive a baseline of equity-focused professional learning and have the opportunity to delve deeper through a division-organized certificate program.



Staff-recognition

2020-present

The division and individual schools began celebrating and recognizing teachers in a more intentional way.

Collective Bargaining

2022-present

The division adopted a collective bargaining policy that elevates teacher voices.



Four Key Focus Area: Growing Relationships

Added an additional Family Engagement Coordinator at the division level.

2019

This person focuses on supporting the family engagement at each school, implementing division-wide learning for staff and the community, and facilitating strategic initiatives that support the spectrum of needs for students and families.

Implemented a new communication protocol.

2019-present

The division began translating critical communications into the top six home languages, implemented a new texting app and is currently revamping its web platform to a more user-friendly software that automatically translates all communications.

Reviewed and revised discipline processes and procedures.

2018-present

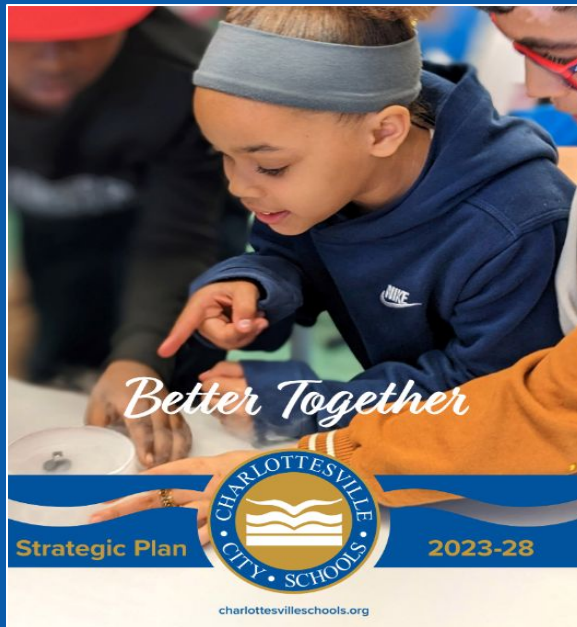
The division began student-centered restorative practices, overhauled the Student Conduct to the Student Rights and Responsibilities, and began the creation of its suspension alternative program.

Overhauled School Safety Model

2021-present

The division shifted from a reactive safety model that centered on School Resource Officers to a proactive, relationship-centered safety model that added additional mental health professionals and care and safety assistants.

Strategic Plan Overview



Our four focus areas are:

Increase Academic Achievement

Provide a Culture of Safety, Wellness, and Belonging

Support our Staff

Ensure Effective and Efficient Operations



VISION

Charlottesville City Schools will be a community of hope, growth, and learning where barriers are eliminated and possibilities are limitless.

MISSION

We are an interconnected, equity-focused school community committed to providing the skills and knowledge needed for lifelong learning, engaged citizenship, and personal fulfillment.



CORE VALUES

RELATIONSHIPS

We build authentic connections with each other, elevating diverse perspectives by promoting mutual trust, respect, and a sense of belonging.

JOY OF LEARNING

We foster curiosity, play, and exploration to inspire active engagement, discovery, and achievement.

GROWTH

We create an environment that promotes personal and organizational improvement through collaboration, reflection, support, and effort.

WELL-BEING

We prioritize mental wellness, safety, and physical health. We recognize that we are better together.

Data Dashboard

TIMELINE

01

November 17

Deadline for CCS to submit actual data dashboard metrics and data to Insight.

02

December 15

Insight will have data dashboard completed.

03

January 2

Data Dashboard will be made available to the public.

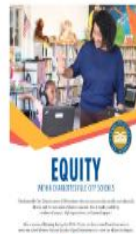


Data Dashboard Recommendations

Recommended Data Metrics

1. Links to [School Quality Profile](#) data under the appropriate equity goal
2. Teacher Recruitment/Hiring/Retention
3. Teacher Climate Survey and focus group feedback
4. Equity Trainings and Professional Development
5. School Climate Survey (includes student connectedness) and student focus group feedback:

<https://www.doe.virginia.gov/support/school-climate/index.shtml#care>



2

Priority 1: Increase Academic Achievement

Targets	Measurements
Target 1: Increase graduation rate that is at or above the state average for all students participating groups.	<ul style="list-style-type: none"> Graduation rate
Target 2: 100% of graduating students will be equipped with a post-secondary plan.	<ul style="list-style-type: none"> Measuring data to document student plans Post-secondary enrollment Post-secondary plans for college, career, and military Data from AVID cohorts
Target 3: Increase the number of OVC students enrolled at CATEC by 10% annually.	<ul style="list-style-type: none"> Percentage of students enrolled
Target 4: Percentage of students in AP and/or dual-enrollment course enrollment and completion rate will match race/ethnic demographic percentages.	<ul style="list-style-type: none"> Percentage of students enrolled in AP and/or dual-enrollment Percentage of students enrolled in courses designated by student membership groups
Target 5: 80% or more students will demonstrate mastery and proficiency in 1st trimester.	<ul style="list-style-type: none"> Multi-tiered systems of supports data
Target 6: Increase percentage of classes or student scores that receive grading practices.	<ul style="list-style-type: none"> Number of classes using standards-based grading Number of students receiving Ds and Fs Standardized report and assessment data the district
Target 7: Annually increase students' access to high-quality dual and online learning, as well as offering relevant professional supports for staff.	<ul style="list-style-type: none"> Student responses on state climate survey questions Percentage of dual-enrollment Students identified by gifted programs Percentage of classes using collaborative model for student learning (SOP) each year Number of professional learning resources for differentiation
Target 8: 10% or more of graduating seniors will successfully meet College, Career and Civic Readiness Index (C3CRI) standards.	<ul style="list-style-type: none"> C3CRI index
Target 9: Increase reading achievement for all students to at least 75% proficiency across all student membership groups.	<ul style="list-style-type: none"> SQL pass rate SQL growth
Target 10: Increase math achievement for all students to at least 75% proficiency across all student membership groups.	<ul style="list-style-type: none"> SQL pass rate SQL growth
Target 11: Annually reduce failure of math and reading 50% by 10% or more for African-American students and students with disabilities.	<ul style="list-style-type: none"> SQL pass rate SQL growth
Target 12: Increase every literacy for all students to at least 75% proficiency across all student membership groups.	<ul style="list-style-type: none"> SQL pass rate SQL growth LEAPs Phonetic enrollment and attendance

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Priority 2: Provide a Culture of Safety, Wellness, and Belonging

Targets	Measurements
Target 1: All schools and the district will demonstrate annual improvement on implementation of need supports.	<ul style="list-style-type: none"> Assessment/growth data by group Multi-tiered systems of supports data Target Family Inventory data
Target 2: All schools will demonstrate improvement on student Social Emotional Learning data.	<ul style="list-style-type: none"> SEL data SEL data by group Number of school mental health workers, counselors, and case and safety assistants
Target 3: Schools will demonstrate annual progress toward survey results that are healthy, locally sound, and well-respected by students.	<ul style="list-style-type: none"> Governor's Scorecard on Nutrition and Physical Activity Local partners linked by Cultivate All schools eligible for free student meals # of students participating in meal programs # of schools with student-led nutrition committees
Target 4: Increase percentage of schools that meet the standards of the Governor's Scorecard on Nutrition and Physical Activity.	<ul style="list-style-type: none"> Governor's Scorecard on Nutrition and Physical Activity Foreign exchange students Number of foreign program offerings
Target 5: Establish baseline and increase bullying incident management.	<ul style="list-style-type: none"> Perin and community engagement survey data Electronic and academic and social assessment events MTS events for each school Flare Square engagement metrics
Target 6: Maintain strong community partnerships across the district.	<ul style="list-style-type: none"> Community Partnership Survey Data Feedback from stakeholders and associated data (Form, survey, etc.)
Target 7: Decrease chronic absenteeism to 15% or less for all students.	<ul style="list-style-type: none"> Daily student attendance rates Chronic absenteeism rates School Culture and Climate survey data
Target 8: Annual improvement on school climate and student safety data using state data on benchmarks.	<ul style="list-style-type: none"> Equity data including disaggregated by race Positive Behavior Interventions and Supports data Trust assessment data State climate survey data Percentage behavior in safe and secure (MAGPI) training Fire response contact log of reporting
Target 9: 100% completion of annually designated equity projects on school campuses.	<ul style="list-style-type: none"> # of schools with completed equity projects # of schools with completed equity projects on control systems and security enhancements

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Priority 3: Support Our Staff

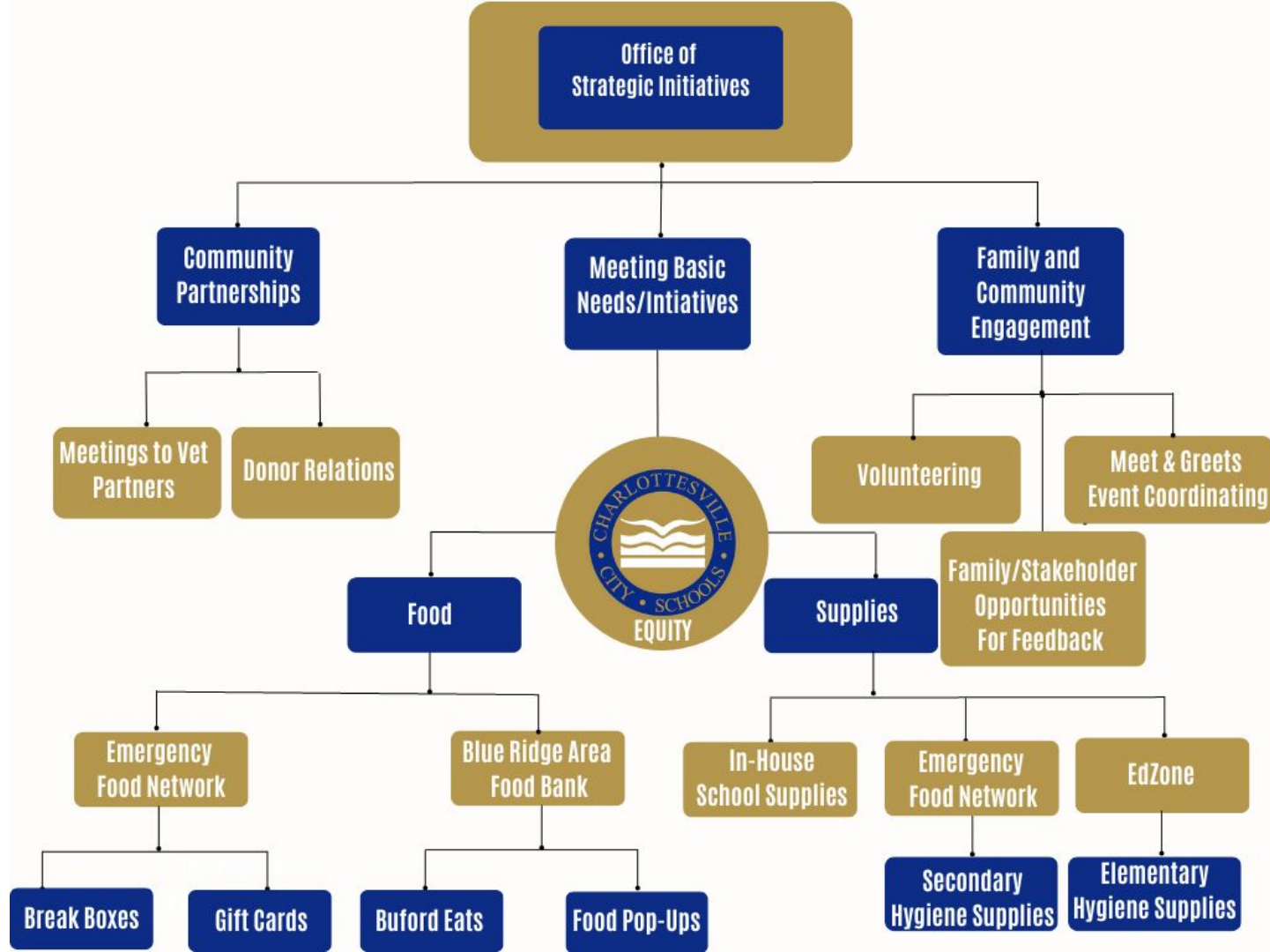
Targets	Measurements
Target 1: All schools will be fully staffed by September 1 each year.	<ul style="list-style-type: none"> Monthly staff headcount Number of properly licensed staff
Target 2: Annually increase the standard rate of teachers by 2% or more with a goal of 8% or higher retention rate.	<ul style="list-style-type: none"> Annual retention rates disaggregated by demographics Average years of experience
Target 3: Make annual progress toward long-term goal of 100% of staff annually representation to match or exceed Charlottesville area demographics as measured by census data.	<ul style="list-style-type: none"> Annual data of demographics and enrollment staff Disaggregated by demographic groups
Target 4: Supply openings for 10 or more currently licensed employees annually to obtain better working conditions and/or program completion.	<ul style="list-style-type: none"> # of licensed staff with relevant teaching licenses Current employment or program completion
Target 5: Supply openings for 5 or more current unlicensed employees to become licensed staff.	<ul style="list-style-type: none"> # of staff in process of completing licensure requirements
Target 6: Increase the percentage of staff who report that professional learning is effective or "highly effective."	<ul style="list-style-type: none"> Professional learning survey data State climate survey data relating to professional learning
Target 7: All staff will annually demonstrate a culturally competent and equity-focused teaching practices.	<ul style="list-style-type: none"> Teacher evaluations Percentage of staff who have obtained an equity certificate Percentage of professional courses and activities who have completed training such as SOC for better supporting English learners
Target 8: Improve and maintain attendance rates for all staff.	<ul style="list-style-type: none"> Teacher attendance rates Equity data Teacher data to understand and address root-cause
Target 9: Annual improvement on state climate survey among staff respondents.	<ul style="list-style-type: none"> State climate and climate data
Target 10: Create and annually review or update a district-wide teacher contract handbook.	<ul style="list-style-type: none"> Annual completion & distribution of handbook

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Priority 4: Ensure Effective and Efficient Operations

Targets	Measurements
Target 1: 100% completion of annually designated maintenance projects on school campuses.	<ul style="list-style-type: none"> Completion of maintenance projects for Greenview, Ashford & Swindle Completion of necessary improvements for prehistoric structures to come together on existing Water campus Completion of design for the new preschool center Completion of provision for garage in connection with building code
Target 2: Annual progress on improved air quality in classroom and school buildings.	<ul style="list-style-type: none"> Number of buildings with requested air quality management system CO2 readings
Target 3: 100% alignment of CATEC technology, maintenance, and security systems with CCS standards.	<ul style="list-style-type: none"> Alignment of access control and visitor management system
Target 4: Eliminate violations for all students eligible for bus transportation.	<ul style="list-style-type: none"> Number of students on school bus without transportation
Target 5: Annual increase in number of students seeking or using C&E has to be more consistent through continued partnership with City of Charlottesville.	<ul style="list-style-type: none"> Number of students seeking or taking to school bus Number of students using C&E bus for school transportation Progress on City commitment of streetlights
Target 6: 100% of schools will meet the annual targets established and reported in the City of Charlottesville's Design & Water Performance Report.	<ul style="list-style-type: none"> ENR/ST 5000 scores Energy Use Intensity (EUI) scores Water Use Intensity (WUI) scores
Target 7: Annual progress on school community-led recycling and composting programs.	<ul style="list-style-type: none"> Number of participating schools Composting data from vendor
Target 8: 100% of school campuses and offices will be connected to Private Fiber Networks.	<ul style="list-style-type: none"> Annual assessment of network
Target 9: Upgrade/renew 100% of buildings to CAT 6A or greater cabling.	<ul style="list-style-type: none"> Annual assessment of cables
Target 10: Decrease the age of network equipment by 50%.	<ul style="list-style-type: none"> Annual assessment of network equipment
Target 11: Obtain the Maximum Budget Award from the Association of School Business Officials (ASBO).	<ul style="list-style-type: none"> Results of ASBO Award submission
Target 12: 100% of budget allocations will support strategic initiatives.	<ul style="list-style-type: none"> Review of budget allocations during budget adoption or amendments

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Streamlining Processes- Equity

- Establishing and Supporting Equitable Systems and Processes
 - Strategic Plan
 - Equity Certificate
 - Volunteering and Donation Processes

Example: Volunteering

- Required Registration Form and Volunteer Training
- Handbook

Over 140 Volunteers trained

- Including: UVA Students, Parents, Community Members and Partners

Charlottesville City Schools **Volunteer Handbook**



Revised September 2023

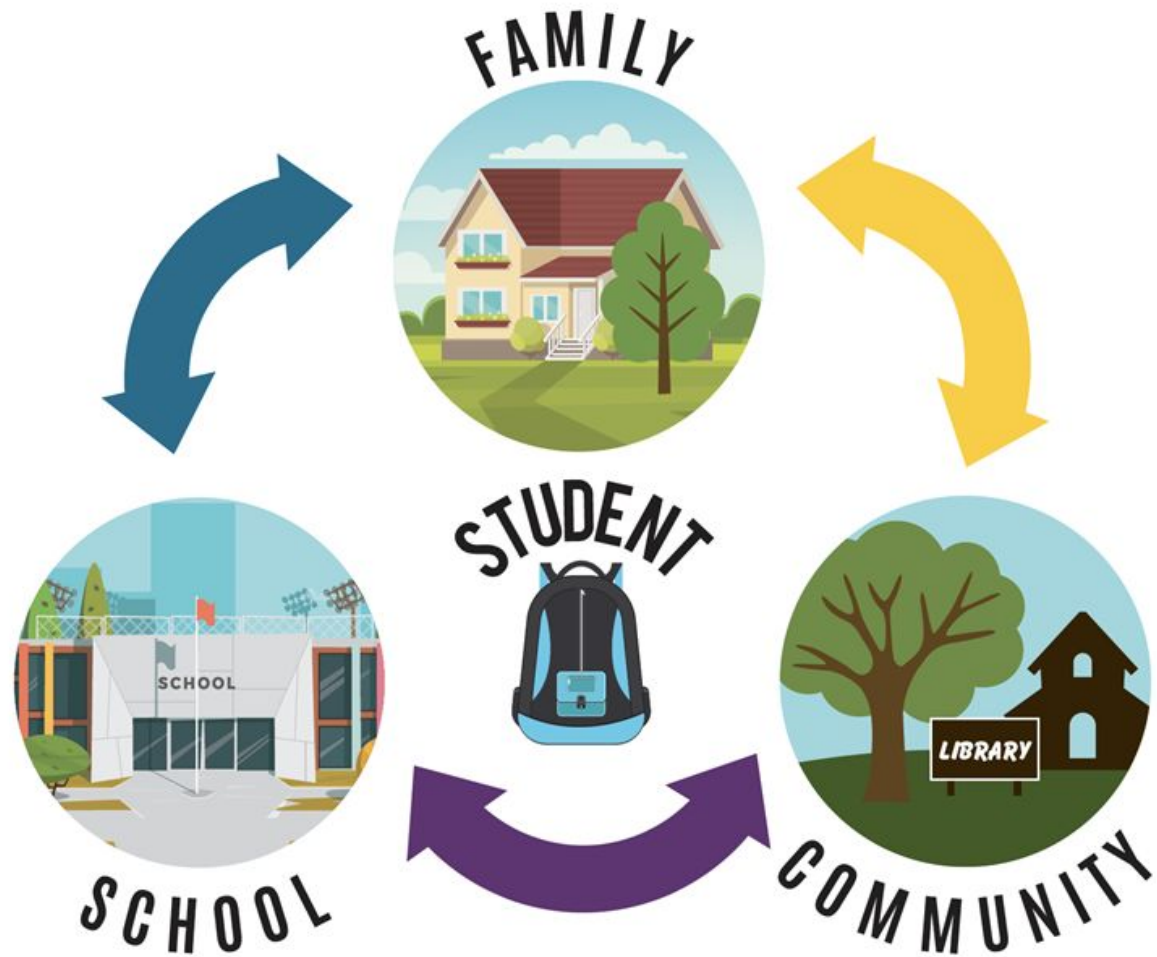
Village Keepers

Topic: Supporting Students

Friday, March 24
8:30-9:30 am
CHS Library
1400 Melbourne Rd.

Join us for breakfast as
we learn about ways to
support Charlottesville





Shared Responsibilities

- Reciprocity
 - Donor relations
 - Community Events
 - Promotion and planning
 - Volunteering
- Collaborative Meetings with Partners
 - Evolving Buford Eats
 - Two-leads
 - Pop-ups at CHS, Walker
 - Refining processes for food distribution
 - Pre-planned dates for Thanksgiving, Winter, and Spring Break
 - Coordinated volunteer support
 - EdZone
 - EdZone Champions to expand hygiene access
- Staff/Family/Stakeholder Feedback
 - Help with refinement
 - Expanding secondary hygiene access
 - Providing what students request
 - Planning in collaboration with community partners to execute events/information sessions beyond our buildings





**“PEOPLE OFTEN
UNDERESTIMATE THE POWER
OF COLLABORATION. IF WE
ARE TRULY GOING TO
REVOLUTIONIZE EDUCATION,
COLLABORATION WILL BE THE
HEART OF THAT WORK.”
-LESLIE KINARD**



**Family
And
Community
Engagement**