



Equity Update



January 7, 2021
School Board

Mission

Every Learner. Everyday. Everyone.

Where we are mutually accountable for everything that happens in our division...



#Wearethevillage



Process

2018 & earlier

2018-2019

2019-2020


2020-2021





Process


2018 & earlier (examples)

- On-time graduation rates for African-American students rise 25 points since 2006
 - “Early adopter” of 1:1 work to distribute devices to students in grades 3-12
 - Build-out of engineering program and iSTEM program to build a pathway for all to engineering, coding, design thinking skills
 - Extensive & early commitment to social-emotional learning and mental wellness
 - Developed a model for unlevelled classes, initiated standards-based grading, and other practices to promote equity
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Process


2018-2019

- **October- New York Times Article**
 - **October-May- Series of Equity Focused Listening and Feedback sessions**
 - **Planning for new model for gifted learning**
 - **Continued expansion of unlevleed classes**
 - **Established family engagement position**
 - **Added living wage provision to 2019-20 budget**
 - **Continued PL to support areas such as social-emotional learning, restorative justice, cultural responsiveness, and more**
 - **May- Supervisor of Equity and Inclusion hired**
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Process

2019-2020

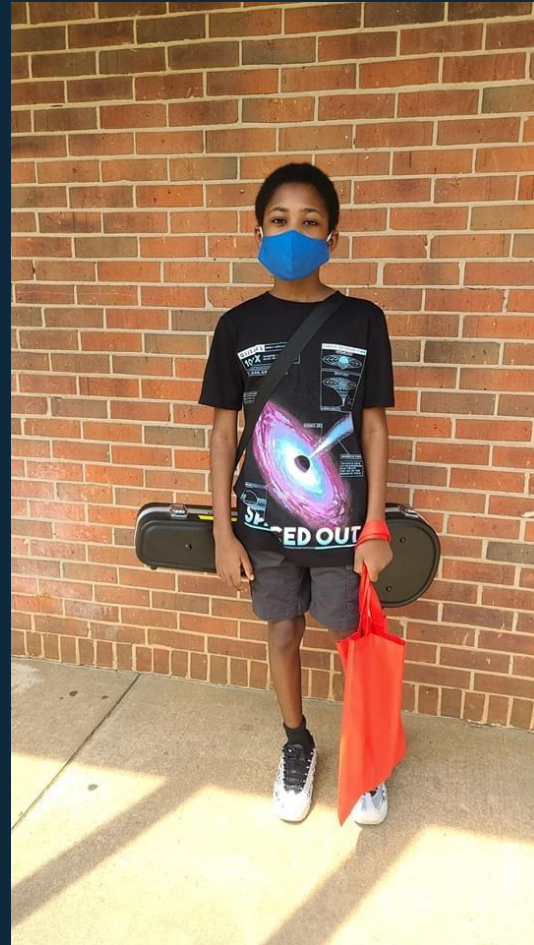
- 4 Key Areas of Focus Created
 - Continued work within focus area including Quest Program dismantled/ Push-In and Unleveling models expanded
 - Equity and Anti-Racism Policy adopted
 - Equity Councils and Division-Level Committee developed
 - Conducted 18 school-based and division level workshops and 3 parent workshops on equity topics such as implicit and institutional bias
 - Held 5 community discussion panels including hosting Governor Northam's Equity Taskforce.
 - Provided support for an equitable response to the COVID-19 pandemic
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Process



2020-2021





Community Partnerships

Continuously working with over 30 community partners to inform, organize and support students, virtual learning and learning centers.

- Back to School Bash
- Partnering to create the Support C'Ville Education Equity website
- 2 REN Extravaganzas
- Freedom School
- Extended City of Promise MOU
- Men of Color, Honor and Ambition/Women of Color, Honor and Ambition (MOCHA/WOCHA) Mentoring Program
 - In partnership with Dr. Kevin McDonald and UVA's Office for Diversity, Equity, and Inclusion
 - Will initially work with Buford Students
 - Will include an apprenticeship program

Equity Lunch & Learns

Held a series of sessions open to the division.

**SIDE
BY
SIDE**



- Asset-Based Thinking- Dr. Paul Harris, University of Virginia
- Family Engagement- Bianca Johnson, Family Engagement Coordinator
- Mapping C'Ville- Jordy Yager, Jefferson School
- Mindfulness- Carly Dirghangi, Lugo-McGinness Academy
- LGBTQ+ Basics- Side by Side Organization
- Self-Care- Jodie Murphy, Mental Health Coordinator
- Virtual Learning Panel- VIP Award Winners-Muggsie Marini, Maggie Pfunter, and Christine Thalwitz and Paula Culver-Dickinson-PL Coordinator



Equity Councils:

- All school-based equity councils are engaged and meeting
 - Focused on establishing equity foundations on a school level including knowledge, awareness, and application of division mission statement, equity definition, and 4 key focus areas
 - They have also been asked to deep dive into an equity topic choosing from Institutional Bias, Implicit Bias, Asset-Based Thinking, and/or Culturally Responsive Teaching



Equity Committee:

- Division-level Equity Committee has been broken down into 2 subcommittees charged with working on creating our
 - Inclusive Excellence Framework (developed by Dr. McDonald and adopted by State of Virginia)
 - Data Dashboard



Other Equity Work:

- Candidates identified for all 5 new Engagement Support Assistant positions
- Adopt-a-CHS Senior Initiative
- Anti-Bias Trainings
 - HR Department received training by Charlene Green
 - PE Department received training by SIDE by SIDE



Upcoming Equity Work:

- Equity Minute Videos - brief recorded conversations with students, staff and community members.
- Anti-Bias Community Conversations and Training
 - Creating Anti-Bias Framework and PL with Paula Culver-Dickinson, Coordinator of PL
 - Series of Equity Focus Groups engaging students, staff, and community members.
 - (What are we missing? What would you like to see? What's improving?)
 - Continued Learning opportunities:
 - February 18-Eddie Glaude- UVA Hosted followed by CCS Discussion
 - February 26- Equity-centered Professional Learning Day
 - March- "Pushout" movie screening and discussion on decriminalization of black youth
 - April 21- Ibram X. Kendi- UVA Hosted followed by CCS Discussion