

# Equity

in the SDIRC



*Stepping Forward in Belief*

# Finding Our Why...

We believe that collaboration expands and accelerates opportunities for student growth and is foundational to equitable student achievement.



COLLABORATION

We believe that high expectations for achievement should be clearly communicated and maintained for all students.



HIGH EXPECTATIONS

We believe in ongoing accountability for the implementation of equitable, inclusive, and evidence-based practices for all students.



ACCOUNTABILITY

We believe that the instruction and supports provided to all students should be delivered in equitable ways and inclusive ways.



EQUITY

ALL  
Students

TRANSPARENCY



We believe that problem solving and communicating about barriers to learning for all students should be conducted in a transparent and timely manner.



# The African American Student Academic Achievement Plan: Where Have We Been?



November  
2019

## African American Achievement Plan Drafted & Reviewed

African American Achievement Plan drafted and reviewed at Superintendent's Workshops. School Board returned for revisions.

December  
2019

## Joint Annual Report Submitted

Provision of a Joint Annual Report to the court related to monitoring and documentation of compliance with the Joint Plan. *An Interim Joint Status Report is due March 2020.*

January  
2020

## District Response to Joint Annual Report Complaints

Provision of a district response to the court, including information regarding a plan of action for implementation of the Equity Plan, as a result of complaints made regarding the 2019 Annual report.

January &  
February  
2020

## Revision & Review of African American Achievement Plan

Revisions to the African American Achievement Plan completed by district staff members. Review of & feedback from members of the Equity Committee & IR NAACP President.

February  
2020

## Presentation of Plan at Superintendent's Workshop & Board Business Meeting

Presentation of revisions to the African American Achievement Plan at the scheduled Superintendent's Workshop & Board Business meeting.

# Why Is Now Different?

## The District Impact

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- Equity work has been clearly established as a districtwide priority by the superintendent.
- Accountability for action steps related to equity are now incorporated into district and school administrators' performance evaluations.
- Increased transparency related to the progress of equity in the district by means of an "Equity Webpage" on our district's website.
- Monthly updates provided on equity work implemented and progress of the African American Achievement Plan by the superintendent to both the Equity Committee and School Board.



# Why Is Now Different? The School Impact



- All schools will specifically identify goals, strategies, and actions steps to improve educational outcomes for African American students.
- The implementation of data sessions which involve discussion related to the progress of African American students.
- Direct observation of culturally responsive instructional practices through Impact Reviews at all schools.
- Each secondary principal will create an African American Student Council to gather feedback on the impact of support.
- Development of a plan to eliminate out-of-school suspension.
- The implementation of a plan requiring all school counselors to meet quarterly with African American students to discuss graduation needs. The principal will meet with students to determine impact of graduation support.
- The review of tiered interventions for fidelity of implementation prior to consideration of a student for evaluation for a disability.

# Next Steps



# Example Progress Report Template

Goal Area	Progress Measures	Frequency	16-17	17-18	18-19	Progress Measure	Outcome
Achievement Gap	Performance on ELA and Math assessments	October 1, February 1, July 15					
	Percent of African American attending extended learning opportunities	1 <sup>st</sup> of every month while students are in school					
	Percent of African American students with 2 or more Florida Early Warning Indicators	1 <sup>st</sup> of every month while students are in school					
	Percent of African American students in credit recovery	1 <sup>st</sup> of every month while students are in school					
	Rate of course failures for African American students	October 31, December 31, 31-Mar					
	Enrollment of African American students in advanced coursework and programs	September 1, January 15					
	Percent of African American students screened for gifted education	October 31, December 31, 31-Mar					
	Percent of African American students meeting Plan B Gifted eligibility criteria	October 31, December 31, 31-Mar					

**Children are the Priority.**

**Change is the Reality.**

**Collaboration is the Strategy.**

-Judith Billings, Washington State Superintendent-