

Department of Diversity, Equity, and Inclusion Equity Audit Report Summary Presentation

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Agenda



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- Diversity, Equity, and Inclusion Department- Margaret Credle Thomas
 - Purpose of Equity Audit
 - Partnering with Longview Education
 - Strategic Recommendations
 - Action Steps
 - Q&A



Purpose of Equity Audit Report

The equity audit purpose is to understand the drivers impacting gaps in APS students' achievement and opportunities and the obstacles contributing to those gaps, as well as to fully understand our equity and inclusion challenges, identify best practices suited to address those challenges, and align resources to meet the needs of all APS students.



- ❖ **November 2021:** Request for Proposal (RFP) open organizations for submission.
- ❖ **December 2021:** Stakeholders conducted interviews with six organizations.
- ❖ **January 2022:** Three finalists met with Dr. Homan, Michael Mason, and Margaret Credle Thomas.
- ❖ **January 2022:** Arlington Public Schools (APS) contracts with Longview Education.
- ❖ **February 2022:** Longview Educational begins the participatory equity audit process.
- ❖ **August 2022:** Arlington Public Schools (APS) accepts the official report

Equity Audit Process

Who Was Involved?	Audit Activities
<p>Equity Audit Team:</p> <ul style="list-style-type: none"> • Teachers • Administration • Community Members • Students <p>56 total stakeholders</p> <p>Empathy Interviews - 129</p> <p>Focus Groups (3 METCO program, Leaders, and Curriculum leaders)</p> <p>Students</p> <p>Teachers</p> <p>Administrators</p> <p>Families</p>	<p>7 Dimensions Analysis - Analyzed documents and data provided by the district;</p> <ul style="list-style-type: none"> • Professional Development and Leadership Team Readiness • Student Achievement • Policy • Staffing • Curriculum • Interventions • Family and Community Engagement

Data Analysis



Review APS documents

Policy/Documents:

- School Committee Policy, APS Employee Handbook, Student Handbooks

Professional Development and Leadership Readiness:

- List of PDs focused specifically on DEIJ to date, general list of PD, sample materials from both list of PDs, teacher evaluation tool, coaching materials/process, teacher portrait
- List of leadership team PDs or coaching/training programs

Student Achievement:

- MCAS, Panorama, tracking, discipline, attendance, SEL, grad rates, Extra Curricular, Special Education, English Language proficiency
- Disaggregated data on the above areas by race/ethnicity, gender, socioeconomic status, disability, English language classification (last 5 years)

Staffing: Overview of current recruitment strategy/processes

- BIPOC staff #'s, recruitment rates, application yield rates, retention data of BIPOC staff (last 5 years)
- Evaluation processes; performance management systems, coaching supports. etc.

Curriculum and School Experience:

- Unit topics and curriculum materials (sampling of K, 3, 5, 9, 11)
- Annual school culture & climate surveys (ideally one from last year and one five years ago – considering how data might be impacted by COVID)

Family and Community Engagement: Community engagement strategy/avenues used to communicate with families/caregivers

- List of family communications / programs / events
- List of general language translation services
- Sampling of school calendars (with dates about community/family events, holidays, conferences, etc.)

Strategic Recommendations



Equity Audit Recommendation	Current Activities
<p><i>Strategic Recommendation 1</i></p> <p>Create or refine and use a bias and discrimination reporting process.</p>	<ul style="list-style-type: none">• Strategic Planning Groups meeting to discuss the design strategic priorities goals, and action steps.• APS has developed a report system at AHS and we are discussing next steps for pilot implementation.
<p><i>Strategic Recommendation 2</i></p> <p>Begin or refine human resources data tracking process.</p>	<ul style="list-style-type: none">• Regular reporting on hiring and demographics of new and current hires;• Tracking retention and recruitment practices: not started.

Strategic Recommendations



Equity Audit Recommendation	Current Activities
<p data-bbox="297 397 817 434"><i>Strategic Recommendation 3</i></p> <p data-bbox="65 481 821 571">Require ongoing professional development in diversity, equity and inclusion (DEBI).</p>	<ul data-bbox="1010 397 1827 798" style="list-style-type: none"><li data-bbox="1010 397 1827 478">● Ongoing: Offering IDEAS 1 & IDEAS 2 for all APS stakeholders;<li data-bbox="1010 484 1827 565">● This year: New requirement for 18 hrs DEI professional learning for NPTS teachers.<li data-bbox="1010 572 1827 653">● This year: Developing choice-based professional learning for APS Educators;<li data-bbox="1010 659 1827 798">● This year: create affinity group spaces where individuals who share a common identity can come together for collaboration and support.
<p data-bbox="247 845 767 882"><i>Strategic Recommendation 4</i></p> <p data-bbox="65 943 776 980">Carry-out a review of intervention services.</p>	<ul data-bbox="1010 845 1862 980" style="list-style-type: none"><li data-bbox="1010 845 1862 980">● Adjustment of schedules at elementary schools to allow for more push-in interventions, related service, and intervention blocks.

Strategic Recommendations



Equity Audit Recommendation	Current Activities
<p><i>Strategic Recommendation 5</i></p> <p>Create clarity about roles, expectations, and vision for the district to effectively integrate DEBI efforts.</p>	<ul style="list-style-type: none">• APS created a new vision and mission statement.• Strategic planning group working on key strategic priorities in the fall.
<p><i>Strategic Recommendation 6</i></p> <p>Begin to transition from a culture of compliance and accountability towards one of student-centeredness and inclusion</p>	<ul style="list-style-type: none">• 2022-23 District focus on establishing and sustaining sense of belonging• Participatory strategic planning group• Instructional Leadership Teams (ILT)• Partnership with Town DEI Director and departments• Gibbs and Ottoson Days focused on connection to school and sense of belonging

Next Steps

- Dr. Homan and Ms. Credle Thomas to host community forums to have stakeholders to discuss and gather feedback on the equity audit, new vision and mission statement;
- APS will continue to work with the Strategic Planning Group to design initiatives and action steps for the strategic priorities;
- Dr. MacNeal to roll out new approach to professional development, work with Ms. Credle Thomas to meet new 18-hr requirement for educators;
- Other action steps related to:
 - Elementary literacy working group
 - Cabinet and Administrative DEI workshops and instructional rounds