



The Pathway to the Promise.™

Pittsburgh Public Schools

Education Committee Meeting
Equity in Learning
January 5, 2010

Equity in Learning

- What is Equity?
 - Equity in learning is where "all students receive the individual support they need to reach and exceed a common standard or expectation."
Curtis Linton, Vice President of School Improvement Network
- Definition from an equity webinar, *What have Schools Done to Close Their Gaps?*
December 10, 2009

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Is Equity the Same as Equality?

No it is not, equity means meeting the access needs of each subgroup of students

"Equity can be achieved only if the design features strategies that disproportionately advantage students on the wrong side of the achievement gap."

Closing the Achievement Gaps: Lessons from the Last 15 Years Kappan, November, 2009

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Why a Policy?

- Lens of equity
- Roots for the Work
- Statement to the Staff and the Community
- Long-lived

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Why a Framework?

Provides direction for the district as well
as a clear means of communication to the
community

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Equity in Learning: Goal One Policies and Practices

**Policies and practices that
promote closing race-based
disparities and high levels of
proficiency for African-American
students**

Framework adopted from Boston Public Schools

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Policies and Practices

- Objective 1.1 Develop and seek approval for a Board Policy promoting equity in learning
- Objective 1.2 Provide communication and training regarding that policy and create a culture focused on explicit efforts to reduce race-based academic disparities

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Equity In Learning: Goal Two

Employ a diverse and culturally competent leadership and staff district-wide

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Diverse Staff and Leadership

- Objective 2.1 Support district administration in leading the work of significantly increasing the achievement of African American students
- Objective 2.2 Recruit, select, develop, and retain staff members who *show evidence* of commitment and effectiveness in promoting learning for African American students
- Objective 2.3 Conduct program evaluation and provide evidence of the results of these efforts annually to the Board and to the Pittsburgh community

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Equity In Learning: Goal Three

Develop learning environments that promote a “college-readiness” culture

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Learning Environments

- Objective 3.1 Engage parents, students, staff and the community to promote a positive, safe, and respectful climate for learning for all students regardless of race, gender, disability, or area of residence.
- Objective 3.2 Provide opportunities for students to provide leadership and input to inform this work.

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Learning Environments

- Objective 3.3 Regularly engage community partners to share information on progress and maintain focus on the learning environment goal. Evaluate the strategies employed by partners to identify most effective strategies.

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Equity in Learning: Goal Four

Employ teaching and learning practices which advance the achievement of African-American students

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Teaching and Learning Practices

- Objective 4.1 Equip educators with a variety of instructional strategies to address the range of achievement levels, communication styles, and learning styles of African-American students in the Pittsburgh Public Schools, as well as students of other races and ethnicities.
- Objective 4.2 Ensure that the core and the elective curriculum are rigorous and employ examples which reflect the culture of all PPS students

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Teaching and Learning Practices

- Objective 4.3 Provide evidence that culturally relevant practice, content, and relationship building is embedded in teacher training, (Empowering Effective Teaching – EET) and student teacher preparation, including the PPS/PFT Teacher Academy.
- Objective 4.4 Train school staff about the challenges of crossing racial and SES barriers in that work with students, and how to address those challenges.

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Equity in Learning – Goal Five

Assessment and Accountability for Performance

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Assessment and Accountability

- Objective 5.1 Use data and assessment information to measure progress on these goals as well as the institutionalization of successful practices.
- Objective 5.2 Establish clear performance standards for staff and programs related to eliminating race-based academic disparities. Hold staff accountable through performance appraisal and programs through program evaluation.

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Examples of Current Work

- Academy Plan
- Courageous Conversations – Principals
- Observing for Equity
- Design Team
- Report Preparation by Dr. Martin

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Reports and Framework

- **Seek Board Action on Policy January 20th**
- **Meeting with the Equity Advisory Panel February 22nd**
- **District Response to Recommendations from Martin Report**
- **Communication Plan on Policy and Framework**

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