

FAIRFIELD PUBLIC SCHOOLS

Proposed Racial Imbalance Plan Amendment

Presentation to the
Connecticut State Board of Education

November 2, 2022

Three Purposes

1. To sustain & enhance quality education for all students;
2. To recognize the growing diversity of our community and assure that every child is afforded an equal opportunity to learn & succeed; and
3. To bring our schools into compliance with Connecticut's Racial Imbalance law.

History

Year	Status	Absolute Imbalance
2000-01	Impending imbalance	14.9%
2001-02	Impending imbalance	18.0%
2002-03	Impending imbalance	19.8%
2003-04	Impending imbalance	20.2%
2004-05	Impending imbalance	22.8%

History

Year	Status	Absolute Imbalance
2005-06	Impending imbalance	22.2%
2006-07	Imbalanced	28.7%
2007-08	Imbalanced	27.4%
2008-09	Imbalanced	25.5%
2009-10	Imbalanced	28.7%

History

Year	McKinley % Students of Color	District % Students of Color	Status	Absolute Imbalance	Actions Taken That School Year
2010-11	43.47%	17.58%	Imbalanced	25.89%	Opt-into McKinley Opt-out of McKinley
2011-12	45.70%	18.89%	Imbalanced	26.81%	Opt-into McKinley Opt-out of McKinley
2012-13	43.41%	19.00%	Impending Imbalance	24.41%	Opt-into McKinley Opt-out of McKinley
2013-14	45.85%	19.37%	Imbalanced	26.48%	Opt-into McKinley
2014-15	49.10%	20.53%	Imbalanced	28.57%	Opt-into McKinley

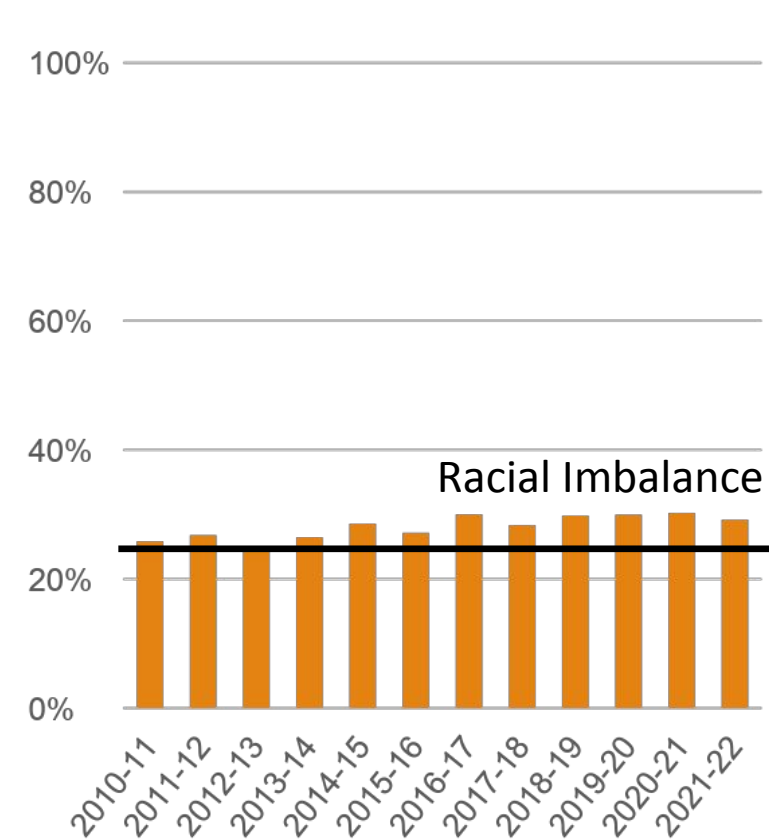
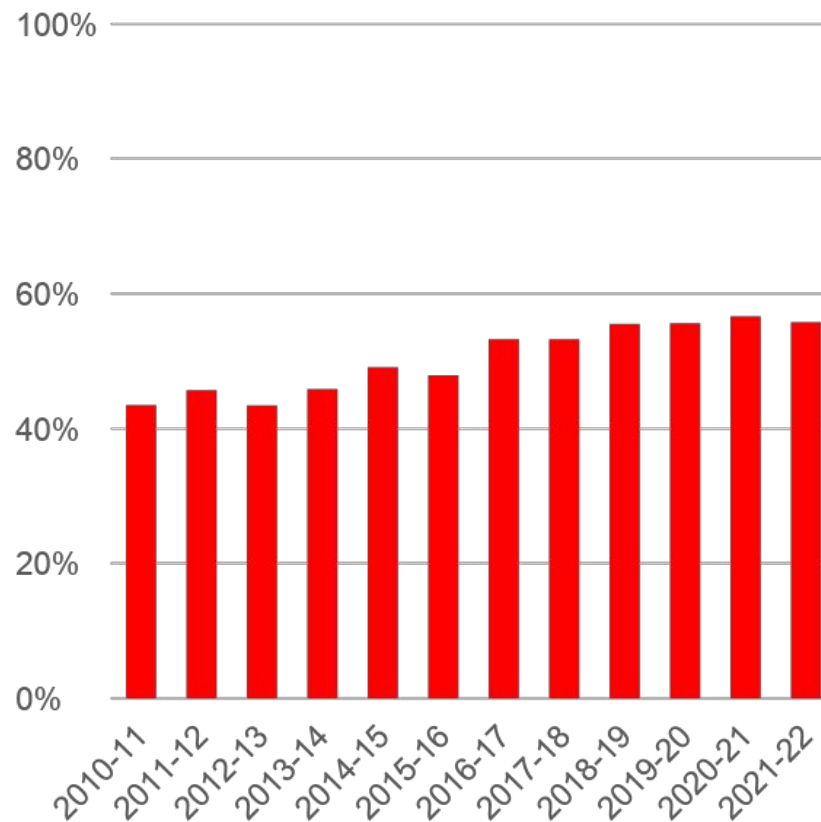
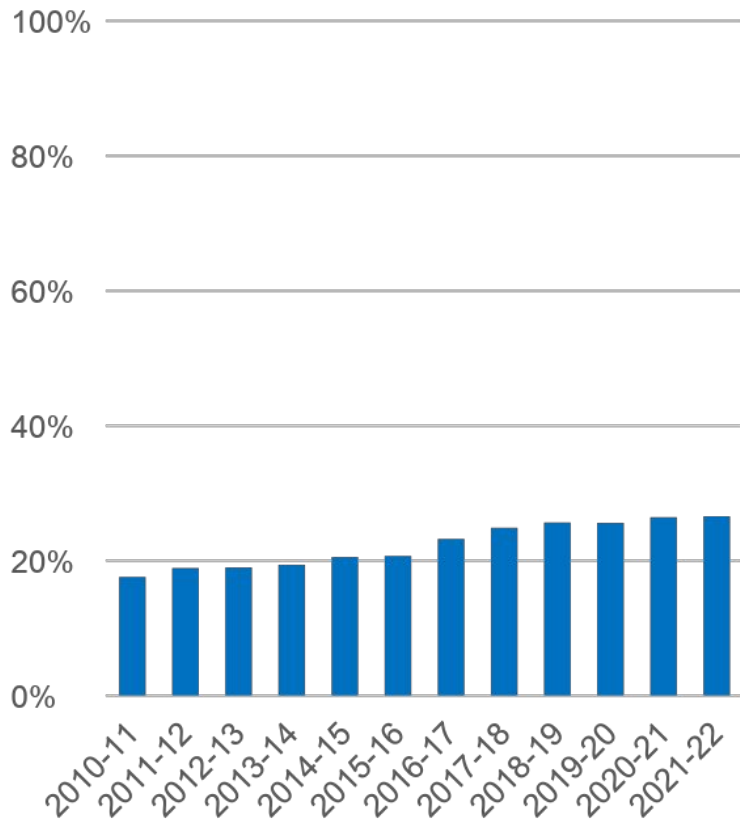
History

Year	McKinley % Students of Color	District % Students of Color	Status	Absolute Imbalance	Actions Taken That School Year
2015-16	47.90%	20.70%	Imbalanced	27.20%	Opt-into McKinley
2016-17	53.23%	23.21%	Imbalanced	30.02%	Opt-into McKinley Pre-K Program (Burr, Dwight)
2017-18	53.24%	24.85%	Imbalanced	28.39%	Opt-into McKinley Pre-K Program (Burr, Stratfield)
2018-19	55.48%	25.63%	Imbalanced	29.85%	Opt-into McKinley Pre-K Program (Burr, Stratfield) Increase Open Choice enrollment to 100

History

Year	McKinley % Students of Color	District % Students of Color	Status	Absolute Imbalance	Actions Taken That School Year
2019-20	55.61%	25.62%	Imbalanced	29.98%	Opt-into McKinley Pre-K Program (Warde, Stratfield) Maintain Open Choice enrollment at 100
2020-21	56.65%	26.40%	Imbalanced	30.25%	Opt-into McKinley Pre-K Program (Warde, Stratfield) Limit Open Choice enrollment to currently enrolled students (74)
2021-22	55.78%	26.55%	Imbalanced	29.23%	Opt-into McKinley Pre-K Program (Warde, Stratfield) Increase Open Choice enrollment to 100

Percentage of Student of Color & Racial Imbalance



Proposed Response

1. Engaging the Community
2. Recruitment & Retention Plan
3. Literacy Commitments
4. Diversity, Equity, & Inclusion Commitments
5. Equity Review
6. SEL/Equity Training
7. Redistricting
8. Potential Magnet School Program

1. Engaging the Community

Date	Action
Between August 15 and September 30, 2022	Plan community conversations re: racial balance, academic excellence, and facility utilization.
Between October 1 and December 1, 2022	Conduct community conversations re: racial balance, academic excellence and facility utilization.
Ongoing	Continued community engagement throughout implementation of the plan.

2. Recruitment & Retention Plan

Diversity Strategy in Recruitment

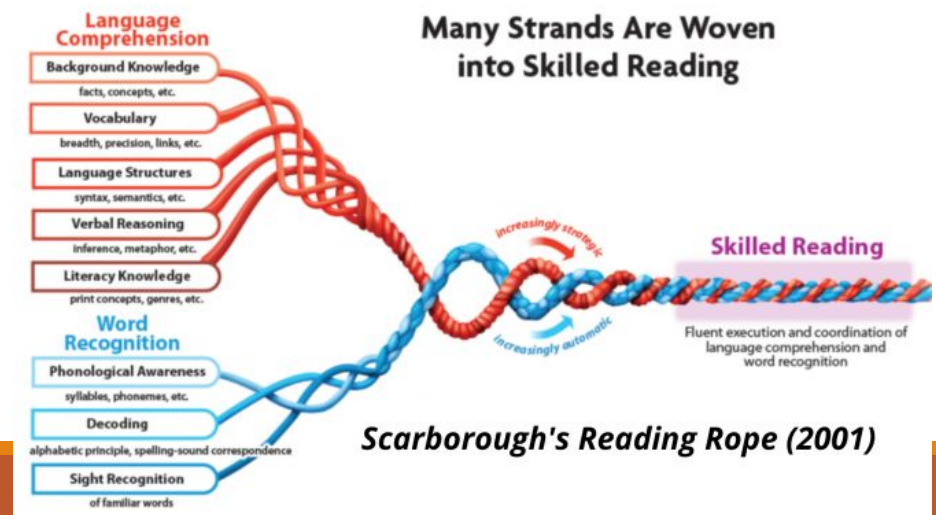
- Attract
 - Brand, message and market FPS
 - Distribute monthly newsletters
 - Utilize billboard postings for targeted positions
- Recruit
 - Engage the community
 - Establish Recruitment and Retention Team
 - Attend local and host career fairs
 - Partner with TRP, RELAY
 - Leverage multiple platforms (CT REAP, Frontline, Handshake, LinkedIn)
 - Interview/Hire
 - Refine equitable candidate evaluation practices
 - Create diversified interview teams
- Immerse
 - Examine the Onboarding experience

Diversity Strategy in Retention

- Develop
 - Manage training and development
 - Create annual training calendar
 - Create pathways for leadership and promotion
 - Establish a Leadership Academy
- Empower
 - Build equitable systems to recognize, promote & retain
 - Establish FPS Inboarding process
 - Extension of onboarding process to strengthen skills needed for success
 - Create communities within FPS
 - Mentorship
 - Affinity Groups (w/Program Director of Diversity)

3. Literacy Commitments

- 2021 - FPS training on the Science of Reading with administrators
- 2022 - FPS training elementary teachers on the Science of Reading
- 2023 - District shift from a balanced literacy framework to a science of reading curriculum programming
 - District Improvement Plan Goals (2027)
 - All students reading by grade 2
 - Students in Grades 3-8 and 11 will raise the bar and close the gap in reading performance as determined by the Smarter Balanced Assessment and SAT - EBRW.



4. Diversity, Equity, & Inclusion Commitments

- Partnership with CREC and RESC Alliance
 - 2021: Racial literacy and identify training
 - 2022: District Equity Leadership Team (DELT) training, development of strategic plan
- Support of LBGTQ+ Community
 - 2022: Training for all certified staff and draft of administrative guidelines
- Culture & Climate of Belonging and Sustaining Pedagogy Training Series
 - 2022 Administrators; 2023 Teachers
- Anti-Defamation League “No Place for Hate”
 - 2021 launch in high schools; 2022 expansion to middle schools
- Building-level SEL/Equity Teams with SEL/Equity leader
- Partnering with local organizations, Sacred Heart University, and Fairfield University to host community events to raise awareness throughout Fairfield

5. Equity Review

Date	Action
By February 1, 2023	Conduct district-wide Equity Review

Effective instruction
Assessment of academic progress
Academic support services for students
Counseling services
Service to multilingual learners
Access to advanced courses
Maintenance of positive school climate
Staff selection
Professional development

6. SEL/Equity Training

Date	Action
Between September 15 and December 15, 2022	Plan SEL/equity training workshops for presentation to the Board of Education and all district staff members.
Between February 1 and May 15, 2023	Conduct SEL/equity training workshops for the Board of Education and for all district staff members.

7. Redistricting

Date	Action
By December 1, 2022	Board of Education provides a redistricting charge to the administration.
Between December 1 and December 31, 2022	Superintendent engages outside consulting firm to assist in the creation and evaluation of various K-5 redistricting arrangements
Between January 1 and May 30, 2023	Superintendent and staff work with the Board of Education to develop alternative redistricting plans, including analyses of the impact on racial balance for each elementary attendance area.
By May 30, 2023	Superintendent presents redistricting plans for consideration to a committee of the Board of Education

7. Redistricting

Date	Action
By June 30, 2023	Superintendent and committee recommend redistricting plans to the full Board of Education
By September 30, 2023	Board of Education conducts public forums on proposed redistricting plans.
By October 15, 2023	Board of Education discusses proposed redistricting plans at the first Board meeting of the month
By October 30, 2023	Board of Education takes action on a proposed redistricting plan.
August of 2024	New elementary attendance zones take effect.

8. Magnet School

The Board of Education will consider the desirability of creating an intra-district magnet school as a way of expanding educational options for students and encouraging parents to enroll their children in a school outside of their immediate neighborhood.

Possible themes include the International Baccalaureate program or a Dual Language program.

Discussion

