

# Preview: AAPS Equity Plan

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**DRAFT**

# Members of the District Equity Team

Established August 2018

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“We can, whenever and wherever we choose, successfully teach all children whose schooling is of interest to us; we already know more than we need to do that; and **Whether or not we do it must finally depend on how we feel about the fact that we haven't so far.**”

*Dr. Ronald R. Edmonds*  
*Founder, Center for Effective Schools*



# AAPS Definition of Equity

Equity is the moral responsibility of each member of our learning community to take the intentional actions necessary to create a learning community free of barriers, biases, and disproportionality for each and every person regardless of personal characteristics and social circumstances.

# Culture of Love

"...every conversation and everything we do is grounded in a shared love for young people. We disallow both our individual or collective egos to ever get in the way of being part of a conversation. That is our starting point. And, when one of us or the group strays into that place where it becomes about an adult issue and not a kid one, we check ourselves and one another."

-Dr Luvelle Brown, interview with TrustEd K-12 Insight

# Pillars of the Equity Plan

1. Perpetuating **Systems** of Equity and Opportunity
2. Courageous, Equity-Centered **Leadership**
3. Systemic Transformation of **Culture**
4. Equity-Centered School and **Classroom** Practices
5. Family and **Community** Empowerment

# Prompt Reflections

1. Think of the prompt that speaks to you most
2. Consider why you connected with the prompt you selected
3. Why did it resonate with you?

***Reflective discourse pushes the individual to discover their beliefs about self***

***Once an individual develops a racial equity mindset, it is incumbent upon the individual to support building the capacity of others in order to affect institutional and structural change***

***Actions to achieve racial equality will not be sustained unless a strategy or system is in place to support the actions***

***Once conscious, the racial equity mindset must be used for all decisions that will affect students enrolled***



# Commitment to Act

- “Commitment to Act” statement--a statement of where you are in your personal commitment as it relates to our equity work
- Be specific
- As you think of your commitment, think of someone--that one student, the family--to whom you would dedicate your commitment to this work to
- Write your commitment on the card and keep in a place where you can reflect on it regularly

# Next Steps will be to...

- Continue to support building leaders in advancing and deepening our attention to equity throughout the system;
- Incorporate broad input from constituents to ensure a robust plan;
- Refine professional development series of modules for all AAPS staff; and
- Implement PK-12 student curriculum based on equity components, particularly confronting bias and racism