

An Update on Equity & Excellence

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Jerry Moore, Executive Director, Strategic Planning

November 15, 2016



Fort Worth
INDEPENDENT SCHOOL DISTRICT



Timeline

March 2013-July 2013

Joyce James Consulting conducted several sessions of “Crucial Conversations” with FWISD Principals, Assistant Principals, Learning Network Specialists, Curriculum Specialists, District Leadership, and the Board of Education.

May 2014

FWISD Board of Education approved the Pledge by America’s Great City Schools to better serve FWISD males of color.

October 2015

FWISD hires new Superintendent, Dr. Kent P. Scribner

February 2016

FWISD Board approved the creation of the Equity Committee

March 2014-Present

The Equity for Student Success Initiative continues the work of Joyce James Consulting at five identified campuses in the Dunbar and OD Wyatt pyramids.

February 2015

FWISD hosts the My Brother’s Keeper Community Summit and launched MBK Chapters at 14 FWISD high school campuses

February 2016

Superintendent Scribner presents a new organizational structure that introduces the Division of Equity & Excellence

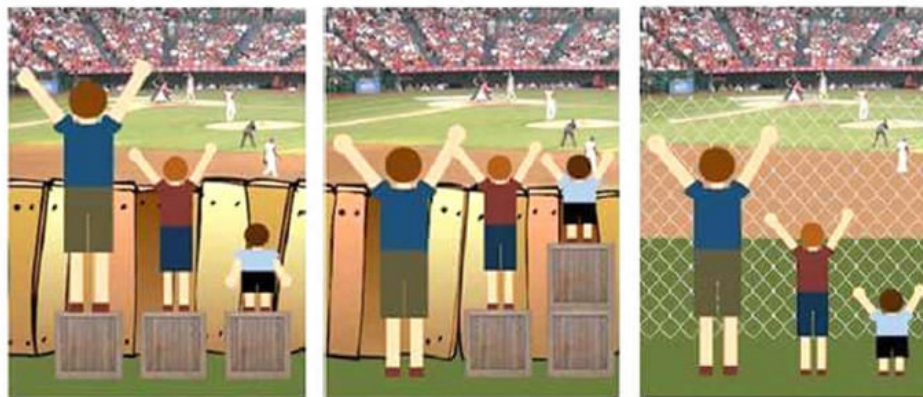
March 2016

The Division of Equity & Excellence was solidified.

The Language of Equity

Educational Equity

When we raise the achievement of all students while narrowing the gaps and eliminating the racial predictability and disproportionality of student groups.



The Language of Equity

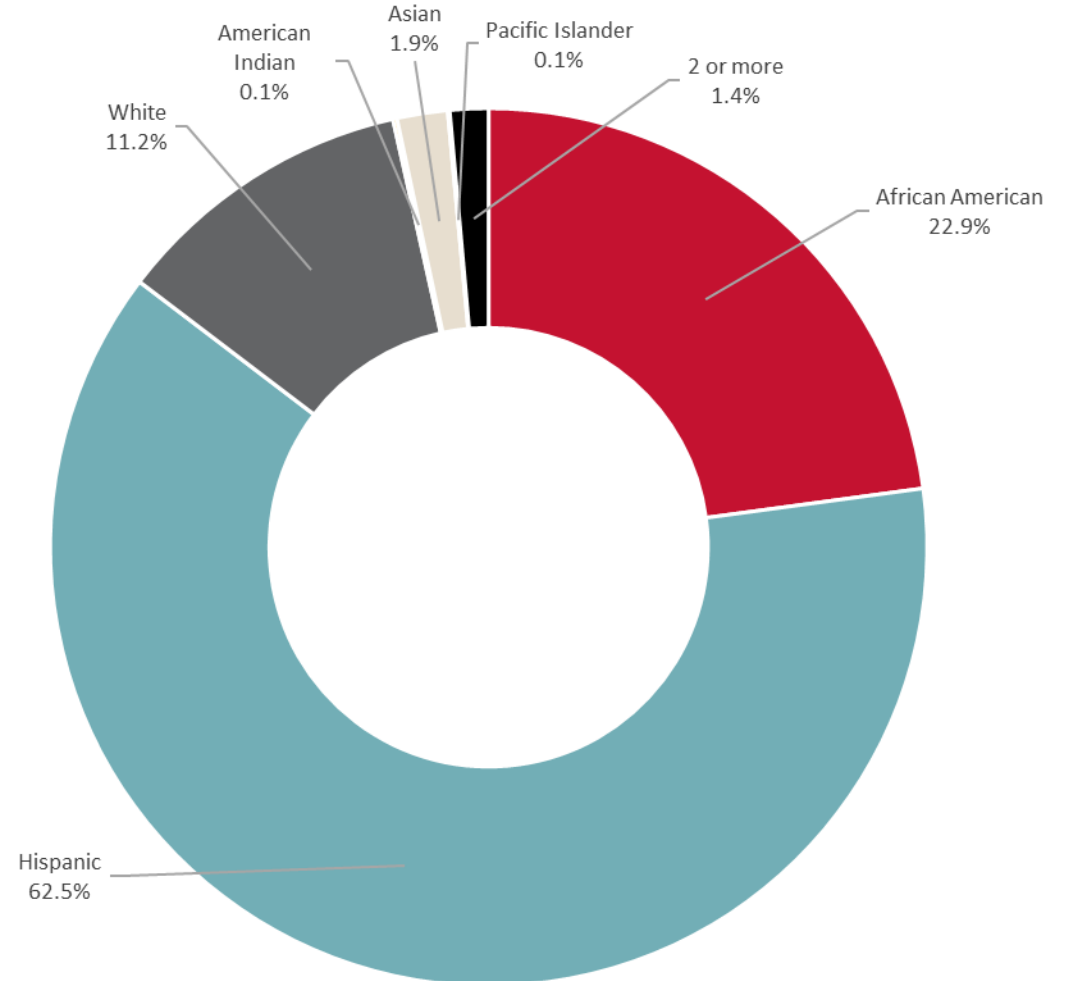
Disproportionality

The over- or under-representation of a given population group, often defined by racial and ethnic backgrounds, but also defined by socioeconomic status, national origin, English proficiency, gender, and sexual orientation.

FWISD Student Demographics

2015-2016 SY

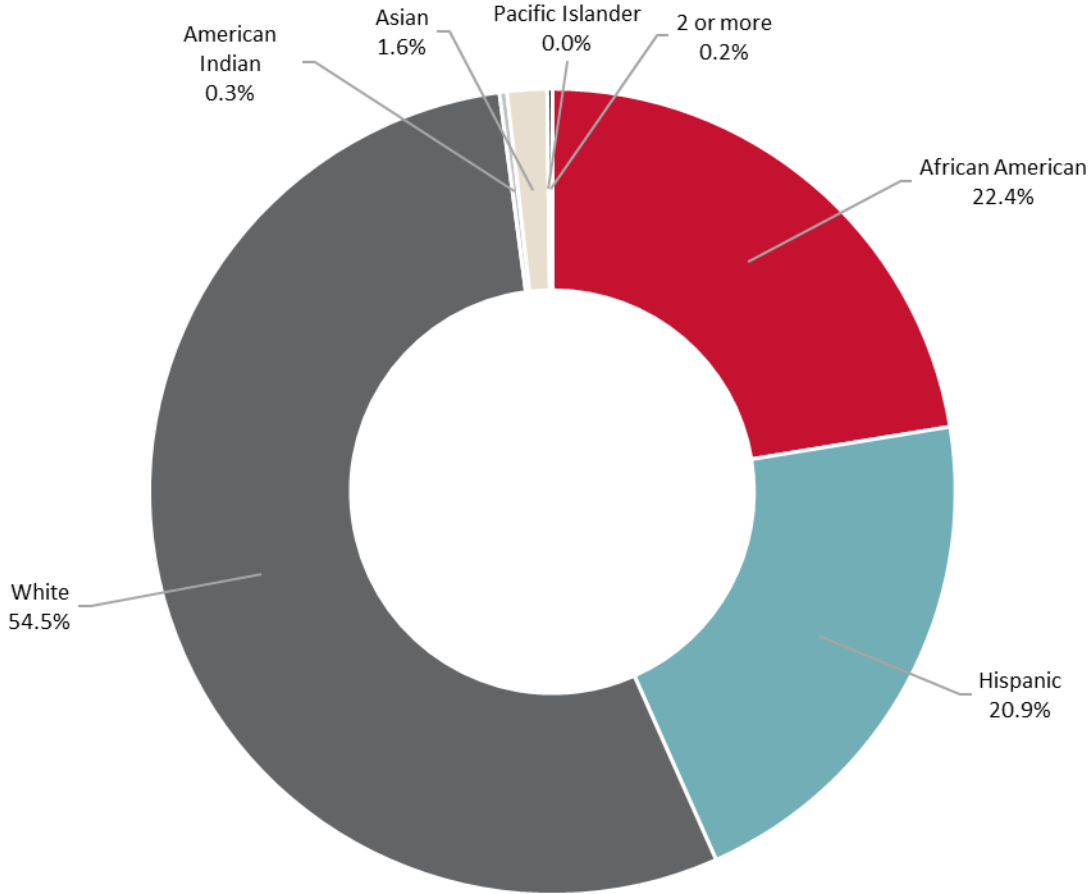
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	2 or more	TOTAL
COUNT	19,856	54,279	9,688	130	1,619	64	1,233	86,869
PERCENT	22.9%	62.5%	11.2%	0.1%	1.9%	0.1%	1.4%	100.0%



Source: TEA Texas Academic Performance Report 2015-2016 District Performance

FWISD Teacher Demographics

2015-2016 SY

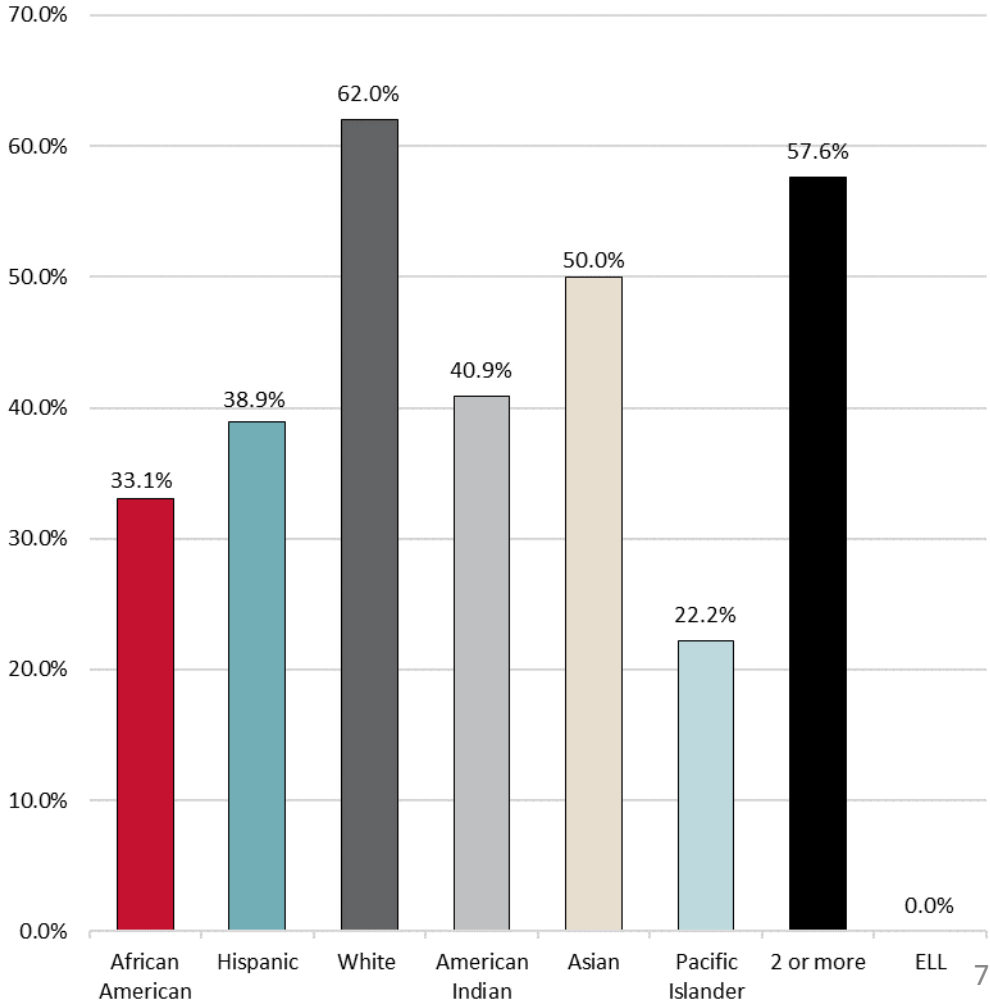


Source: TEA Texas Academic Performance Report 2015-2016 District Performance

The Need for Equity

AP/IB Participation

All Subjects - 2015



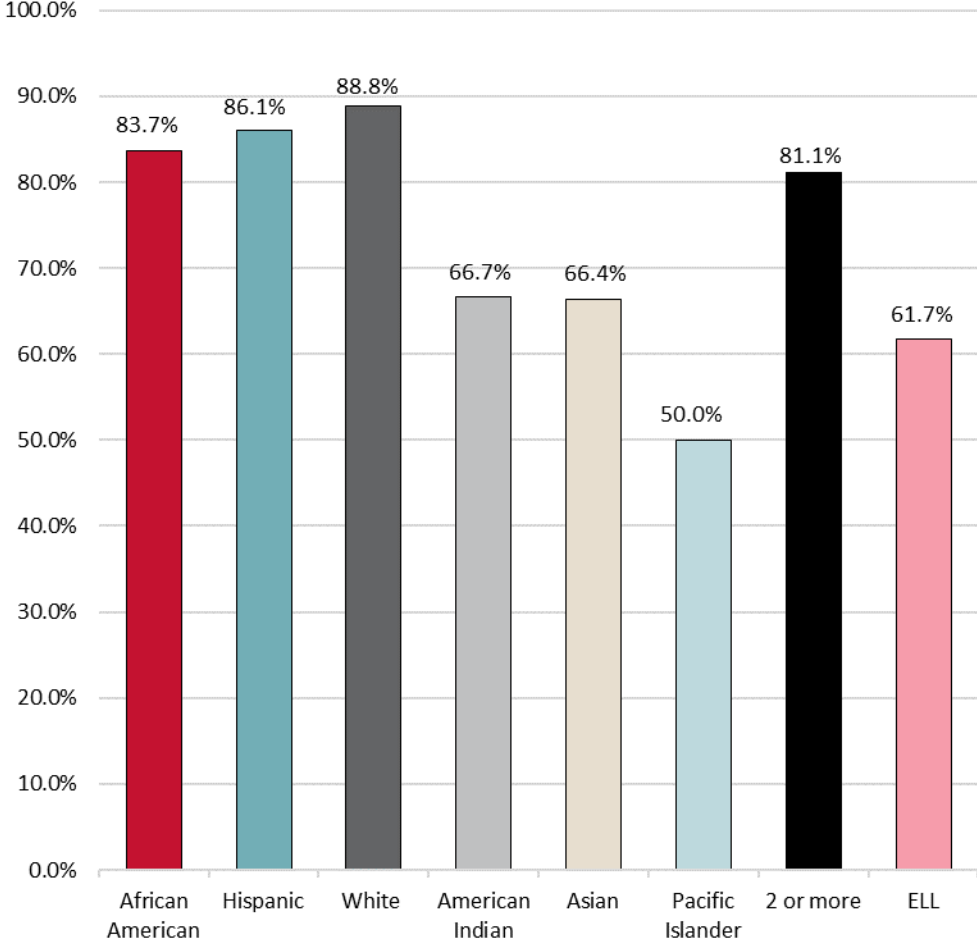
Source: TEA Texas Academic Performance Report 2015-2016 District Performance

The Need for Equity

Graduation Rates

4-Year Longitudinal Rate

(Class of 2015)

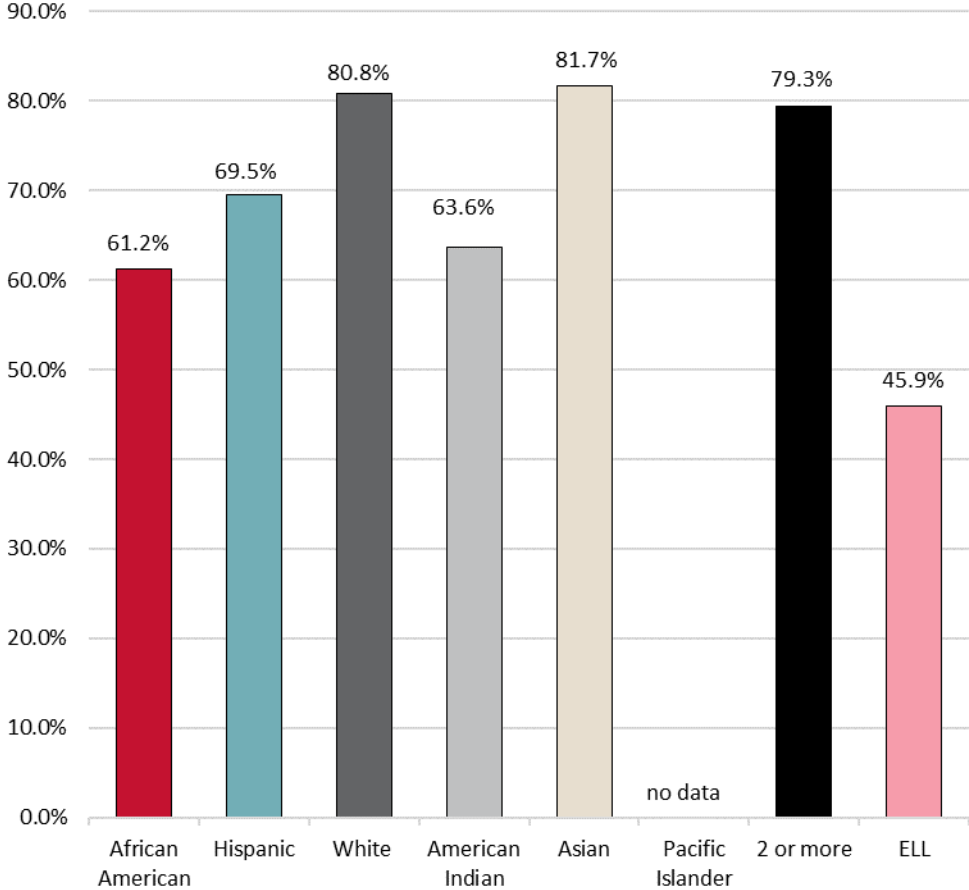


Source: TEA Texas Academic Performance Report 2015-2016 District Performance

The Need for Equity

College & Career-Ready Graduates

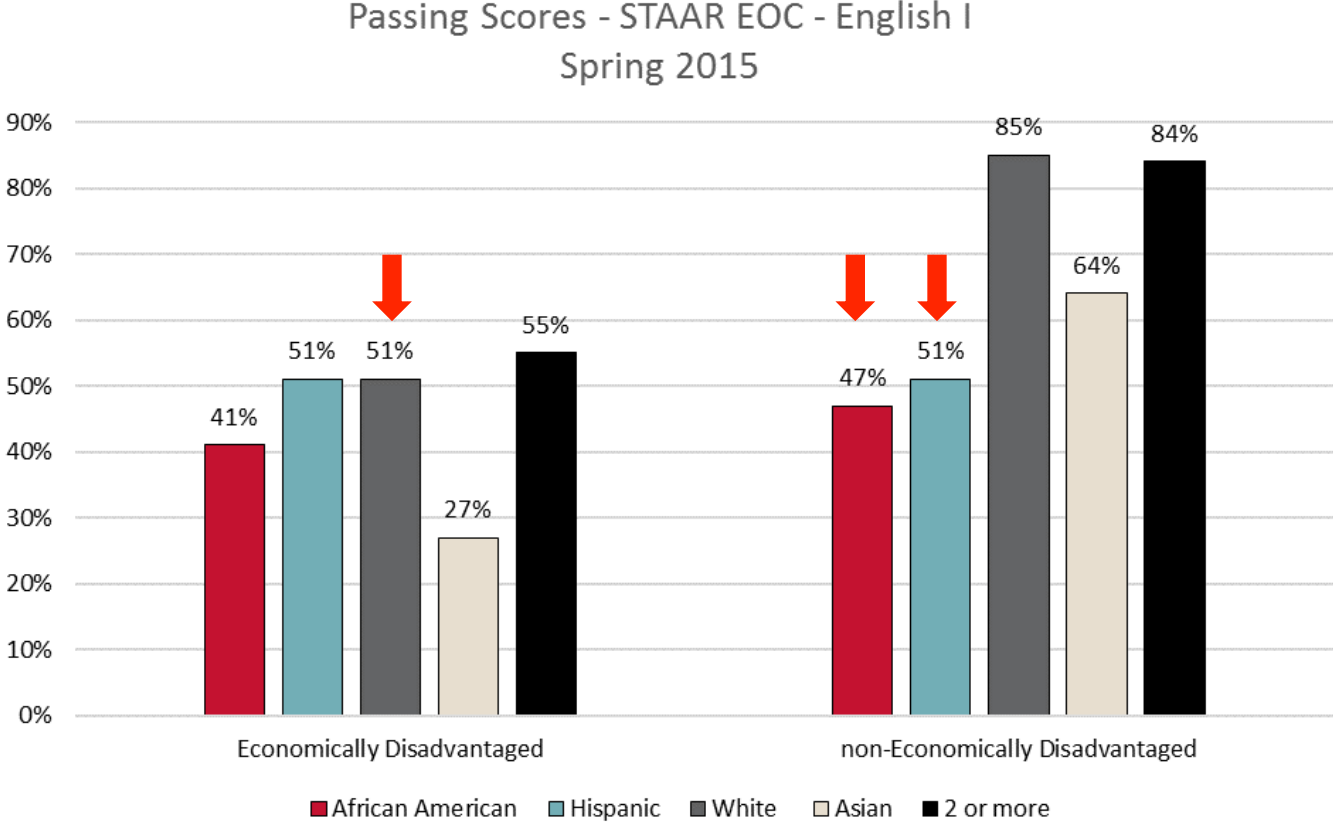
(Class of 2015)



Source: TEA Texas Academic Performance Report 2015-2016 District Performance

The Need for Equity

The effect of poverty.... ?



Source: Texas Assessment Management System: www.texasassessment.com

The background is a solid teal color with a repeating pattern of stylized leaves and apples in a lighter shade of teal. The text is centered and rendered in a white, elegant serif font with a subtle drop shadow.

a conversation

about Equity

Eastside Alliance Community Partnership



A new Jr. Optimist Club was chartered at Meadowbrook Elementary. Twenty new members will focus on leadership development and community service.

Eastern Hills and Dunbar High School cheerleaders come together to give a shout out to the growing unity in the Eastside community!



The Eastside Alliance partnered with radio station 97.9 The Beat to create a fun and informative voter registration event. Anyone in the Fort Worth community who was eligible to vote was invited to join our students in getting registered they could exercise their right to vote and make their voice heard.

The event was also covered by KXAS Channel 5 and WFAA Channel 8.

Director, Mr. Charles Hodges

Historic Stop-Six Initiative



Walking School Bus at CC Moss Elementary, in collaboration with Blue Zones Project.



In collaboration with Commissioner Roy Brooks Precinct 1 Tarrant County, and Fort Worth Fire Department, A/C units were donated and installed for those in need.

Cavile Backpack Give-A-Way, Mr. Walker speaks to the community about the direction FWISD reading initiatives for our children.



Director, Mr. Carlos Walker

Morningside Children's Partnership



MCP held a parent reading workshop at the Ella Mae Shamblee Library and children received free books. This was a partnership with the Fort Worth Public Library and the Red Oak Foundation.



Back to school parade & service fair at Morningside MS. Over 500 backpacks, stuffed with school supplies, were handed out to students (over 3000 people attended)

President Bush visited Briscoe ES to talk to students, staff, and community about the importance of school leadership.



In collaboration with multiple community organizations, MCP held a Community Extravaganza at Carroll Peak ES. The event focused on housing, financial literacy and science.

Director, Mr. Andrew Chambers

FWISD Racial Equity Committee

Board	Campus	Central Office	Community
Moss, Christene	Cabello, Dianna (Teacher)	Breed, Sherry	Alphonse, Jimmy
Paz, Ashley	Gonzalez, Pedro (Student)	Gravelle, Elizabeth	Brigance, Kevin
Ramos, Jr., Jacinto	Ibarra, Jesus (Student)	Griffith, Barbara	Clark, Rickie
Robbins, Norman	Johnson, Isiah (Student)	Grover, Barbara	Haynes, Ivy*
	Jones, Cara (Teacher)	Johnson, Steven	Hickman, Olga
	Jones, Trevone (Teacher)	Mattingly, Cissy	Hodges, Charles
	Lindsey, Devon (Student)	Monge, Sammy	Krachmal, Max
	Morales, Hugo (Student)	Moore, Jerry	Muñoz, Robert
	Poullard, Eric (Asst Princ)	Rincon, Cynthia	Phillips, Quinton
		Young, Patricia	Walker, Carlos

Equity Work in Progress

Draft of a Racial Equity Policy

Purpose: To ensure appropriate action is taken to reduce the opportunity & achievement gap

- Provide guidance on ensuring all students have access to a high quality education, instruction and curriculum.
- Seek out and take purposeful action to acknowledge and correct practices which may hinder student success.
- Ensure the district actively monitors and takes action to reduce the disproportionate number of students losing instructional time due to discipline referrals.
- Reduce the over-representation of children of color in Special Education.
- Increase the number of students participating in Advanced Academic opportunities.

Equity Work in Progress

Goals Developed

Committee has identified several areas that need immediate attention:

- Ensure high-quality Pre-K Programs.
- Identify and promote successful literacy practices in schools and our community
- Increase student attendance and reduce drop-out rates
- Identify and promote alternatives to exclusionary discipline practices
- Expand access to early college, AP courses, and Dual Credit opportunities
- Increase mentorship and apprenticeship opportunities

Equity Work in Progress

District Commitment

Purpose: To set expectations on how business should be conducted in FWISD.

- Honor and embrace diversity.
- Listen first and seek to understand.
- Speak up when current practices appear to be inequitable.

The Path Ahead...

2016-2017

- All Subcommittees/Action Teams will be established and charged with accomplishing 1-2 priority goals
- Subcommittees will provide regular reports to the Racial Equity Committee regarding progress on their Goals
- Create opportunities for District-wide Racial Equity Discussions, Training, and System-wide implementation.
- We will bring Racial Equity Policy forward for approval.

Get Involved – Provide your Feedback!

Visit the Division of Equity & Excellence website –

Click on the “**Get Involved**” link...

Using the Lens of Equity, give us your feedback and suggestions on how to accomplish the District’s 2016-2017 Goals and Priorities.

Thank you!

Division of Equity & Excellence
and
FWISD Racial Equity Committee



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