



Orange County Schools
Equity Task Force Update
October 18, 2017

The Equity Task Force met twice during the month of June. During those two meetings, Open-Source (our consultants) provided training on racial equity that served as a “level set” for the group and gave the group a common language and a framework through which the group would approach the work ahead. Due to a number of competing scheduling conflicts, the group took the summer months off and have resumed with an aggressive meeting schedule that began in September. As we completed our training in June, the group did express a desire to hear about any current district efforts addressing equity especially in the areas where we have an under-representation of minority students in advanced program offerings and where we have an over-representation of minority students in our discipline data.

During the first meeting in September, the group began by discussing and brainstorming topics that they feel are significant areas of inequity within the system. As you know, this is a diverse group made up of community members, parents, students, and staff. The initial list that was generated covered a variety of areas and there were some areas of consensus. After the brainstorming session, the group heard from OCS staff on our efforts to improve the number of students enrolled in advanced program offerings. Staff shared with them our talent nurturing efforts at the K-2 level, new AIG identification pathways, our new middle school math placement procedure, and our ongoing efforts to try to increase enrollment in honors, AP, and IB courses. There was great discussion, discovery, and critical feedback given during this time.

During the second meeting in September, the group first heard a presentation from staff on our discipline data and our efforts with regards to the expansion and implementation of Restorative Justice and Capturing Kids’ Hearts. The group generated excellent questions and made further requests for a deeper dive into the data. Neither presentation provided anything to this group, that our Board has not already seen. In preparation for this meeting, I had worked with our consultants to consolidate the topics brainstormed at an earlier meeting into three primary categories. The categories to further organize our work are: Administrator/Teacher Level Education & Professional Development, Restorative Justice & Code of Conduct, and Academic Support & Curriculum Development. Each individual within the group was asked to self select which area interested them the most and that they were willing to focus their efforts moving forward. Each of those subgroups will be meeting over the next two weeks in order to analyze information and data that will be provided by staff. Each group includes at least one OCS staff member and their work will be facilitated by our consultants.

Between now and December, the whole Task Force will meet at least once a month, and each subgroup will meet in between those meetings. We are working toward a presentation to the Board in either December or January with possible recommendations.