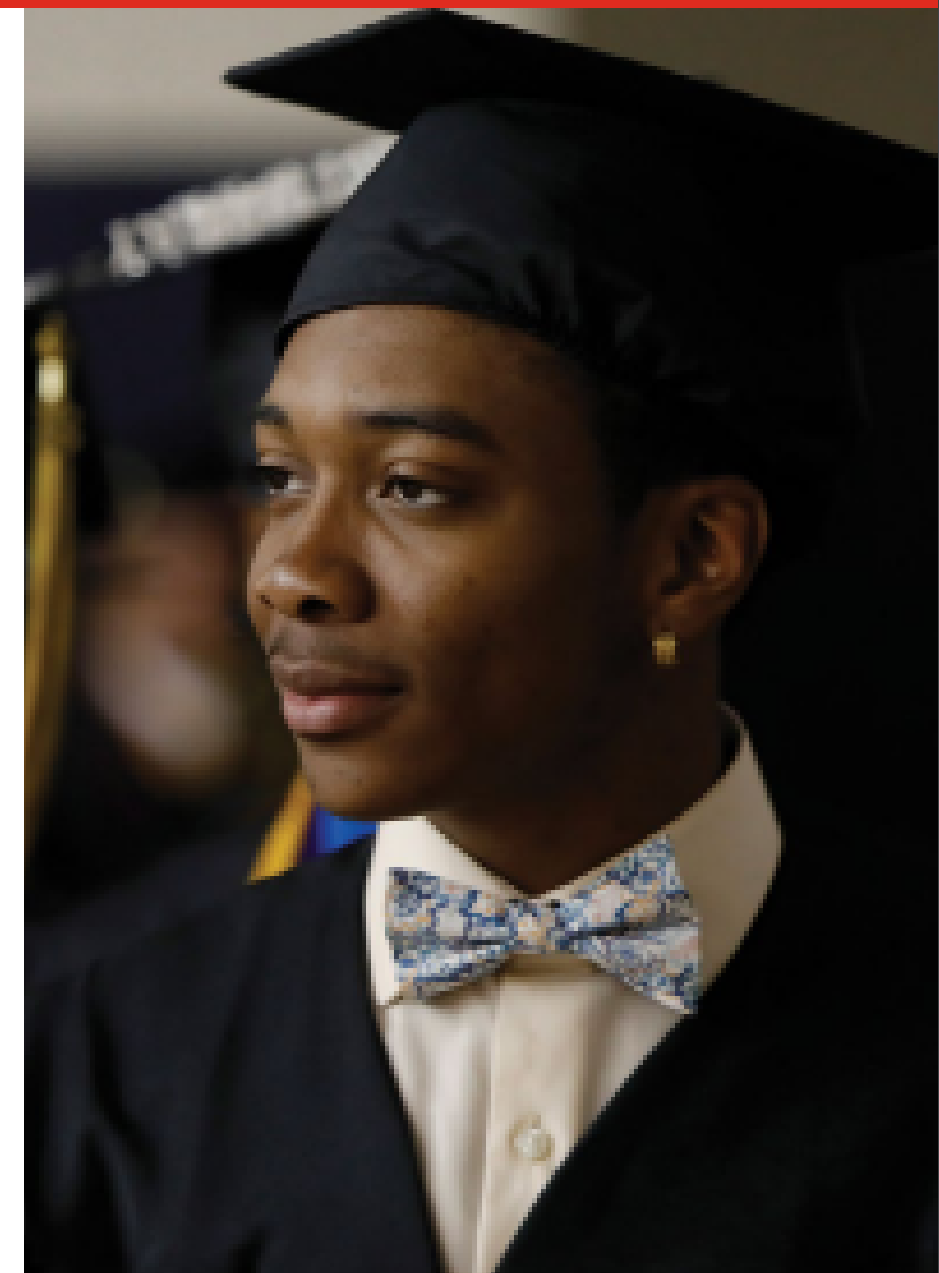
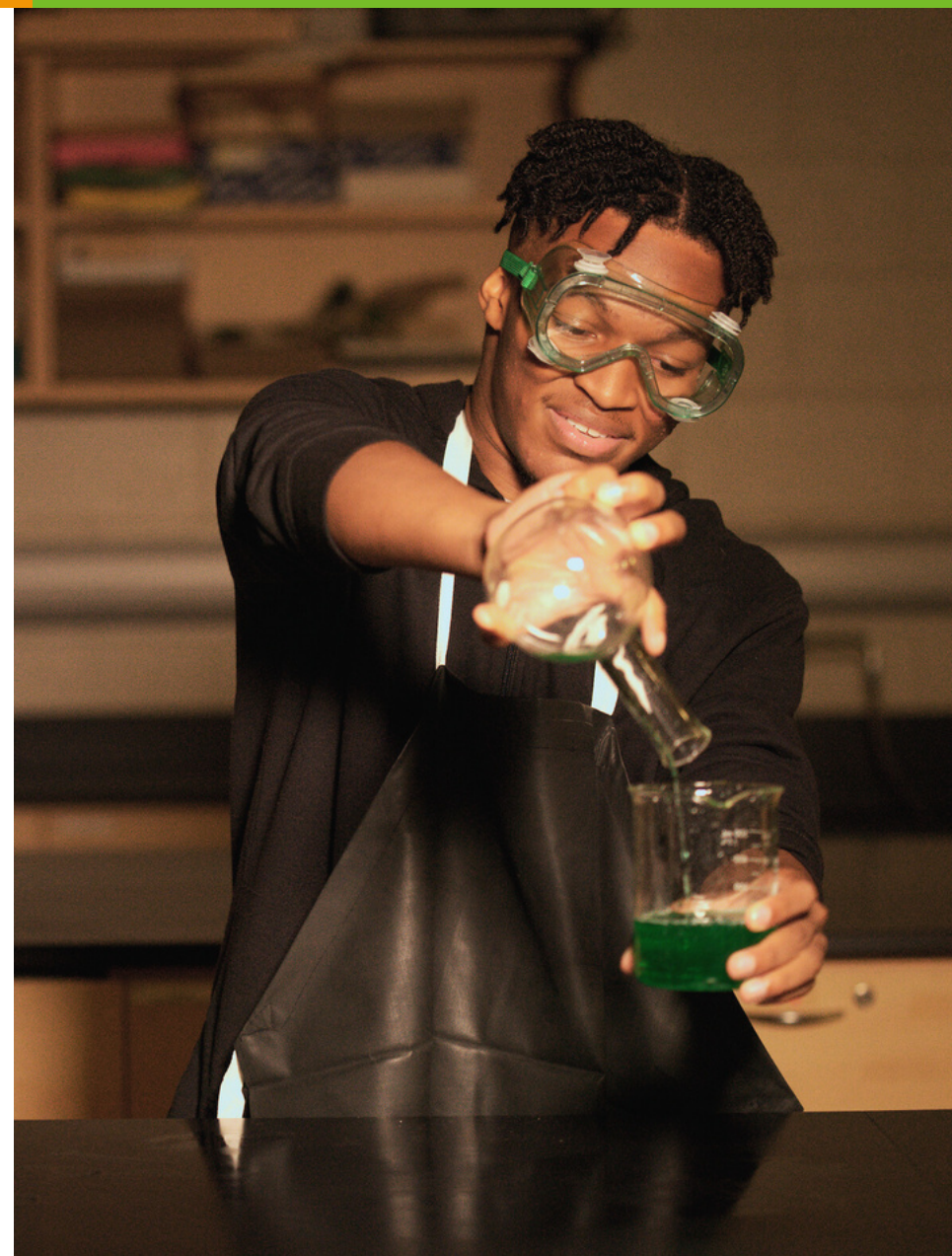


Pittsburgh
Public Schools

ON TRACK TO
EQUITY



2023 Racial Equity Update

The Equity Advisory Panel and the Office of Equity

April Education Committee Meeting | April 11, 2023



ON TRACK TO
EQUITY

Agenda

1. The History of the Equity Advisory Panel and the 2022 Memorandum between the PA Human Relations Commission and Pittsburgh Public Schools
2. Key Stakeholders in PPS' Equity Work
3. Data Points Resulting in New MOU (2022-2027)
4. EAP Deliverables
5. Overview 2022-2027 Memorandum of Understanding
6. Independent Racial Audit
7. EAP Year One (2022) Expectations
8. Monitoring

Equity Advisory Panel (EAP)



Ms. Wanda Henderson – Chair, and Founding EAP Member

Ms. Tamanika Howze – Founding EAP Member and Advocate for African-American Students

Dr. Anthony Mitchell – Professor of African American History, Penn State Greater Allegheny

Dr. James Stewart – Professor Emeritus, Penn State University

Ms. Celeta Hickman – Teaching Artist and Parent Organizer, Hill District Education Council

2 VACANCIES– District Appointed

Historical Overview

1992

On August 24, 1992, a complaint against the School District of Pittsburgh was filed with the Pennsylvania Human Relations Commission (PHRC) charging the District violated sections of the Pennsylvania Human Relations Act.

2006

The District and the Advocates for African American Students, the group that filed the claim, reached a Conciliation Agreement in September 2006.

ACTION STEPS

The original agreement included 94-action steps that address how the District can reduce the achievement gap, provide instructional support, and create an environment of equity for its African-American students.

EAP FORMED

Formed in October 2006, representatives from PHRC, the Advocates for African American Students and the District selected members to sit on an **Equity Advisory Panel (EAP)** charged with monitoring, advising and reporting on the District's progress.

2012

Following a review of materials submitted by the District per the Conciliation Agreement, the PHRC **was not prepared to conclude that the District had achieved sufficient progress** to justify the termination of the agreement. As a result, the District and PHRC agreed to enter into a Memorandum of Understanding (MOU) for an additional two years of monitoring (**Aug 2014**).

2012

OFFICE OF EQUITY

The District's Equity Office is responsible for monitoring the District's progress on action steps. It was formed in 2012 during the Lane Administration under the leadership of Viola Burgess.

2015

The 2015 MOU to expire in August 2020, continued the District's commitment to the EAP and the shared goal of equity in education required the District to provide a detailed Implementation Plan with action steps to accomplish the terms under the MOU.

2019

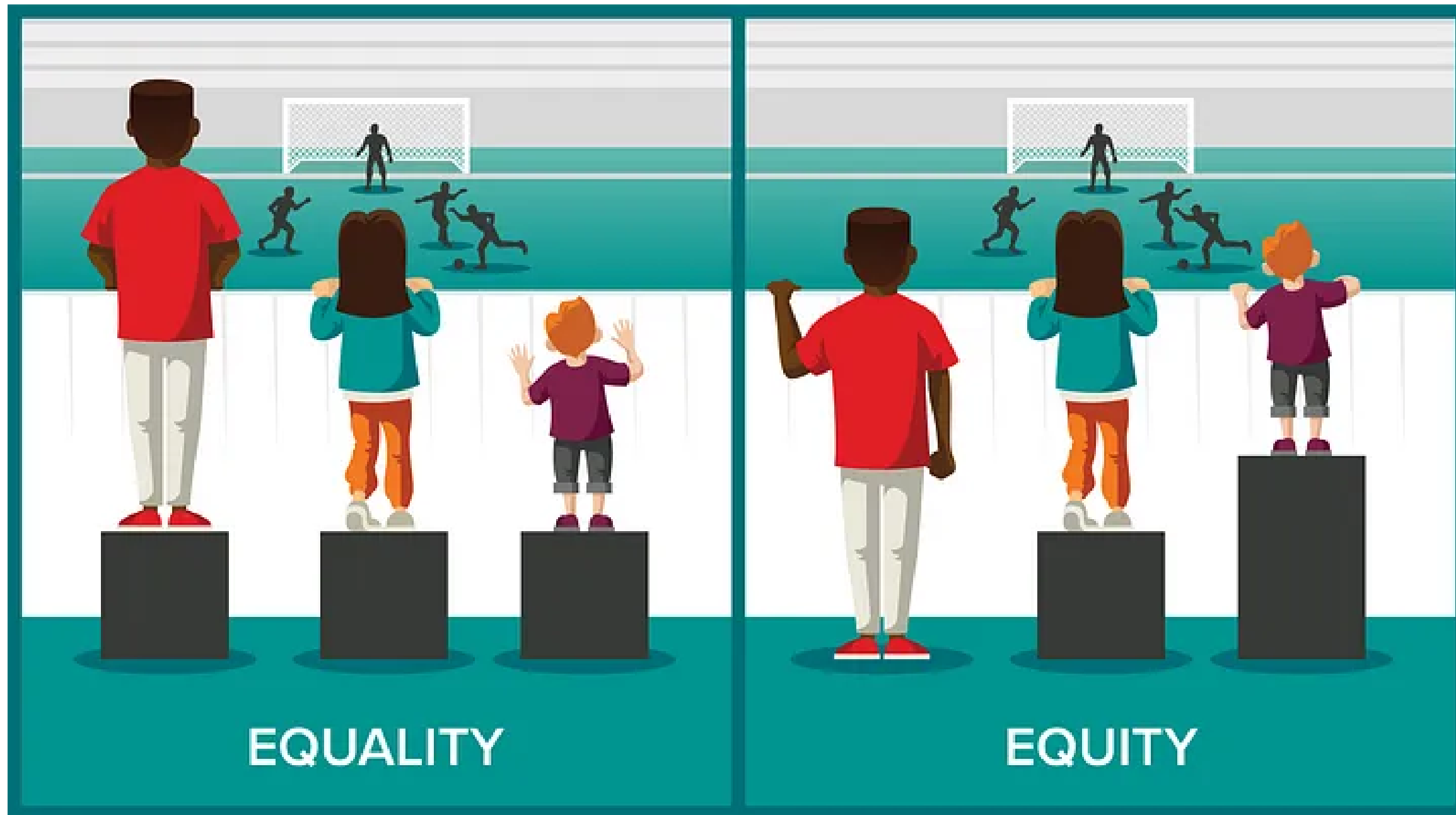
The On Track to Equity Implementation Plan details 27 key action steps the District is taking to achieve the items included within each of the 7 areas of the MOU and to reach its desired outcomes for students. Action steps, in line with the District's 2017 strategic plan, fall within various phases over a three-year period to ensure sufficient staff capacity, strong implementation planning and continuous monitoring.

2022

The new MOU for 2022-2027 outlines the district will schedule the first Independent Equity Audit of the district's "system of education for its African American students".

ON TRACK TO
EQUITY

Equality vs. EQUITY



In an “**equal**” system, all students are given the same resources.

In an “**equitable**” system, resources are given to students based on their individual needs.

PROVIDING ACCESS

Providing whatever supports and accommodations are necessary to ensure all students have access to the same opportunities; giving students whatever they need to achieve the outcome.

REMOVING BARRIERS

The elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them—i.e., addressing the root cause of racial disparities.

(Source: McGraw Hill, 2018)

Equity is Everyone's Responsibility

The Equity Advisory Panel
reviews racial disparity data to recommend research-based strategies, methods, and programs that support racial equity in discipline, grading, achievement, and admission to special programs

The Executive Director of Equity
maintains, monitors, and distributes racial disparity data reports to the PHRC and the EAP. Meets with the EAP to exchange and assess information. Makes recommendations for actions in partnership with the EAP.

The Office of Equity
coordinates and supports the District's equity initiatives.



The Pittsburgh Public Schools Administration
details and implements action steps for accomplishing the terms under the MOU; and Develops and monitors strategies for reducing racial disparities in achievement, discipline, Special Education, and special program access

The Pittsburgh Board of Public Education
designates a representative of the Board of School Directors to attend EAP meetings.

The PA Human Relations Commission
monitors and measures the District's progress in achieving equity in achievement, discipline, special education and special program access.

Insufficient Progress Leads to New MOU

DATA FROM OCTOBER 2020 PHRC REPORT



3rd Grade African American students averaged a **60.85%** disparity in ELA



5th Grade African American students averaged a **104.56%** disparity in Math



4-10 Days Suspension for African American students averaged a **107.69%** disparity



African American Social-Emotional disability classification averaged a **90.85%** disparity

2006-2012 CONCILIATION AGREEMENT
Insufficient Progress

2012 - 2014 MEMORANDUM OF UNDERSTANDING
Insufficient Progress

2015 - 2020 MEMORANDUM OF UNDERSTANDING
Insufficient Progress

EAP Deliverables



2012: Creation of Equity Office
2012: *Getting to All* Plan
2012 & 2018: Equity Policy
2019: Board MOU Resolution
2020: Student Equity Advocates
2020: Principal Baruti Kafele Keynote
Summer Leadership Institute



WORKS IN PROGRESS

1. *On Track to Equity* Implementation Plan
2. Culturally Relevant Framework
3. ABPsi PD Partnership in healing violence and trauma
4. Ethnic Studies Curriculum Action
5. Equitable Gifted Screening Process

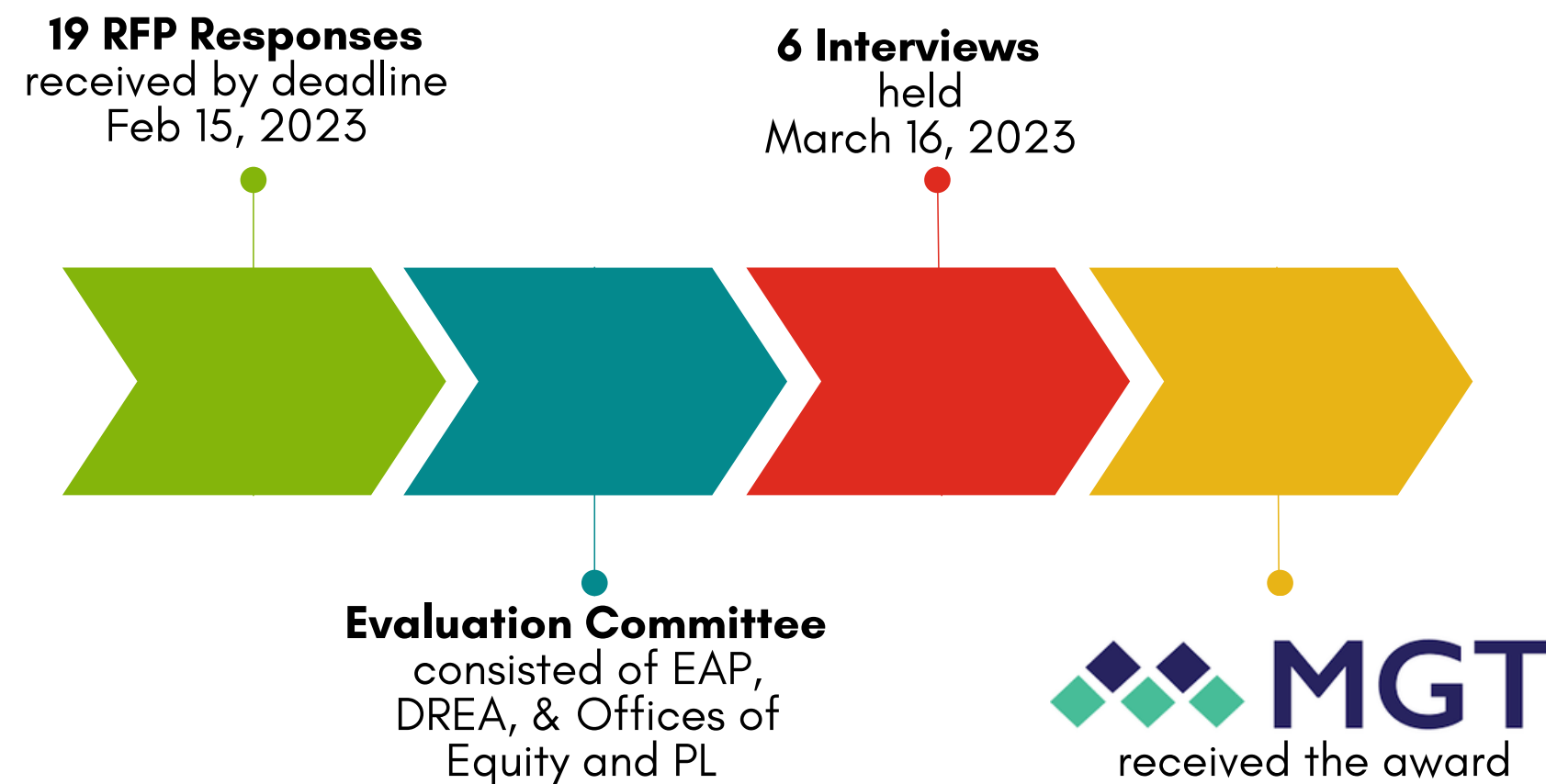
2022 Memorandum of Understanding Overview

- Term
- **INDEPENDENT EQUITY AUDIT** 
- Administrative Support
- Board Support
- Instructional Support
- Equity in Discipline
- Reducing the Achievement Gap
- Equity in Special Education and Special Program Access
- Monitoring

Independent Equity Audit (IEA)

- Within four (4) months of the signing of the MOU, **disseminate a Request for Proposals (RFP) to prospective vendors** for the purpose of retaining an Independent Equity Auditor (IEA) approved by the PHRC and the EAP and schedule the first Independent Equity Audit of the District's system of education for its African American students.

COMPLETED



Independent Equity Audit, continued

- The IEA's findings and recommendations shall be in writing and state specific relevant and quantifiable metrics that the PHRC will use to measure the District's performance during the term of this MOU. **DUE: SEPTEMBER 30 - OCTOBER 15, 2023**
- The IEA's findings and recommendations shall be contemporaneously provided to the District, PHRC, and EAP.
- The IEA's findings, recommendations, and District response shall be incorporated by reference and made a part of this MOU.
- Within 2 months of receipt of the IEA's findings and recommendations, the District shall respond to and begin planning to implement the IEA's recommendations in order to accomplish the terms under the MOU. **DUE: DECEMBER 1 - 15, 2023**
- The District will report the outcomes of these metrics annually to PHRC and EAP. If a metric is not satisfactorily met for a particular yearly term, the parties may meet, upon the PHRC or EAP's request, within 60 days to formulate ideas that will allow the District to successfully complete the metric.

Equity Advisory Panel: Year One Expectations

2022

- **Accountability from Administration** Dr. Cruz and Board Member liaison to Independent Equity Audit.
- **Update and Implement Blueprints and Action Plans** outlined in PPS On Track to Equity (*Implicit Bias Training, Culturally Responsive Practices to Healing Violence and Trauma, Equitable Gifter Screen and Identification Process*).
- **Continue to move on pending EAP recommendations.** Do not wait for IEA to be completed.

Monitoring

The District shall submit data reports to the EAP and PHRC at the end of each school year, including, but not limited to the following categories of student data for each school disaggregated by race and gender:

- PSSA, Keystone, or other state assessment data for grades 3, 5, 8, and 11
- One to three-day suspensions
- Four to ten-day suspensions
- AP enrollment
- AP exam scores
- IEP by race, gender and service type and disability category
- Gifted Identification
- Number of IB exams taken disaggregated by race.
- Number of students receiving IB diplomas disaggregated by race.
- Number of students whose "Magnet" status was rescinded during the year disaggregated by race and gender.



I'm no longer accepting the things I
cannot change...I'm changing the
things I cannot accept.

— *Angela Davis* —

AZ QUOTES



Thank
You!

Questions?