

The State of Equity in School District U-46

Update to the Board of Education

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March 12, 2018



Purpose

This presentation is a continuation of the Jan. 22, 2018 Board of Education presentation entitled “The State of Equity for Students in School District U-46.”

Agenda of the Presentation

**Academic
Performance**



**Student
Discipline
and Support**

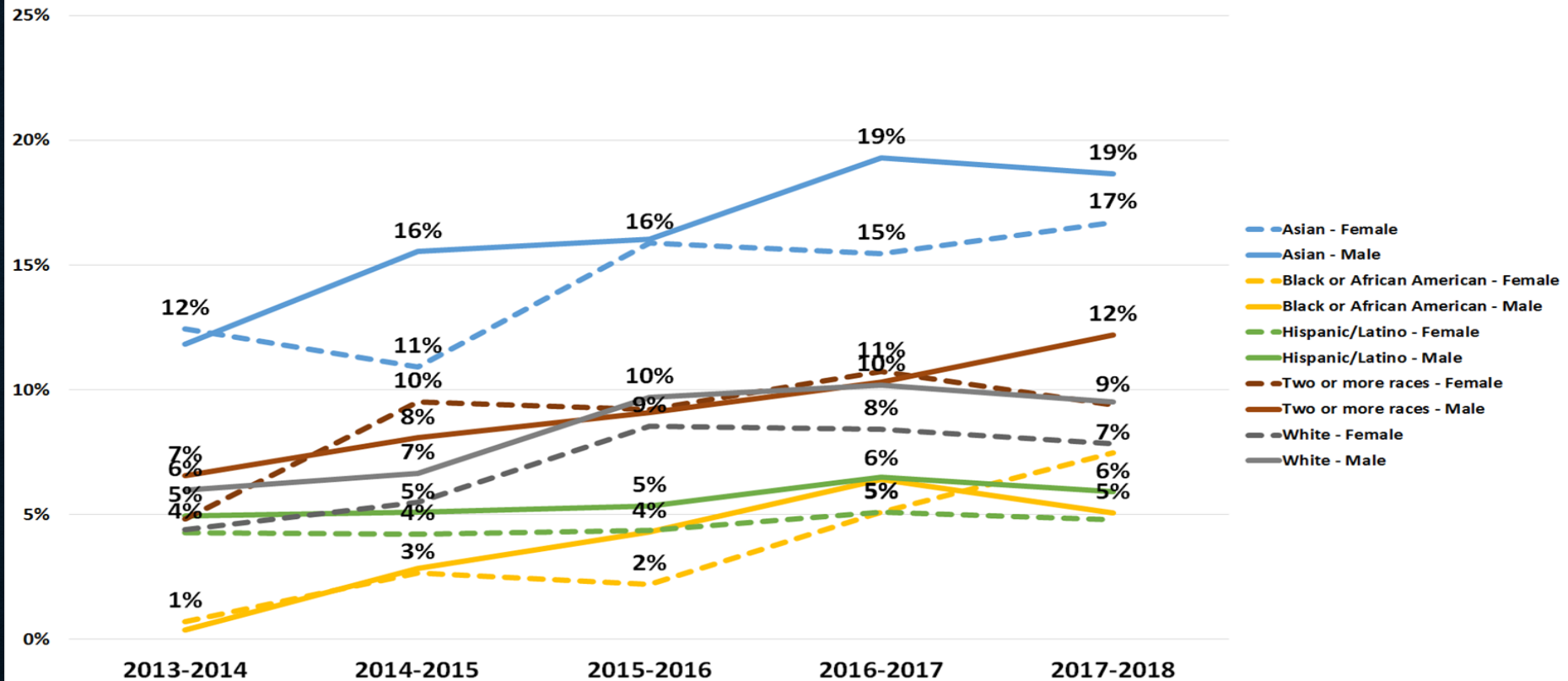


**Diversity
Employment
Data for
Teachers &
Administrators**

Educational Programming

- Gifted
- Honors Classes
- Advanced Placement
- Specialized Student Services

Trend of Students (4-6) Enrolled in Gifted by Gender and Race/Ethnicity

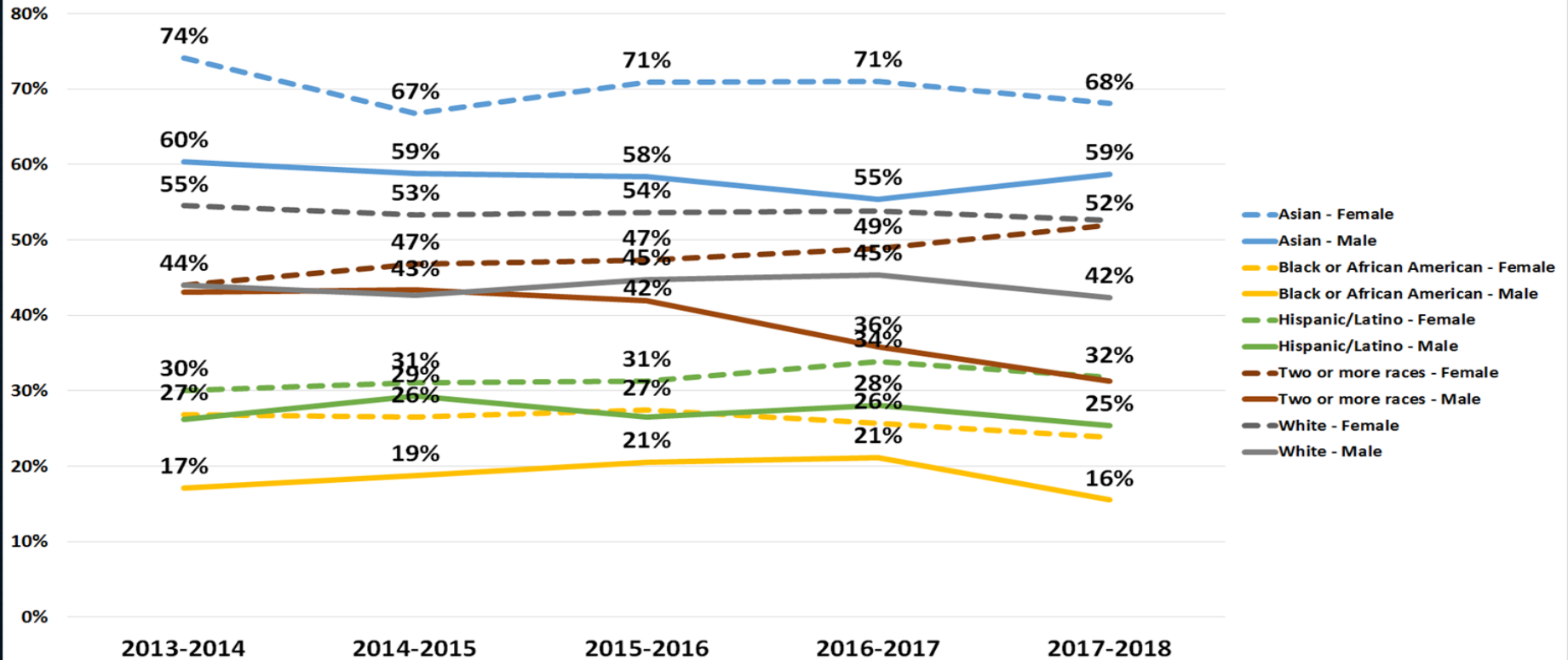


Sample statement: 17% of all Asian females in grades 4-6 were enrolled in Gifted during the 2017-2018 school year.

Source: U-46 SAP Business Objects on Feb. 6, 2018

*Percentages are percent of students within the demographic enrolled in Gifted. Will not sum to 100%

Trend of Students (9-12) Enrolled in at Least one Honors Course by Gender and Race/Ethnicity

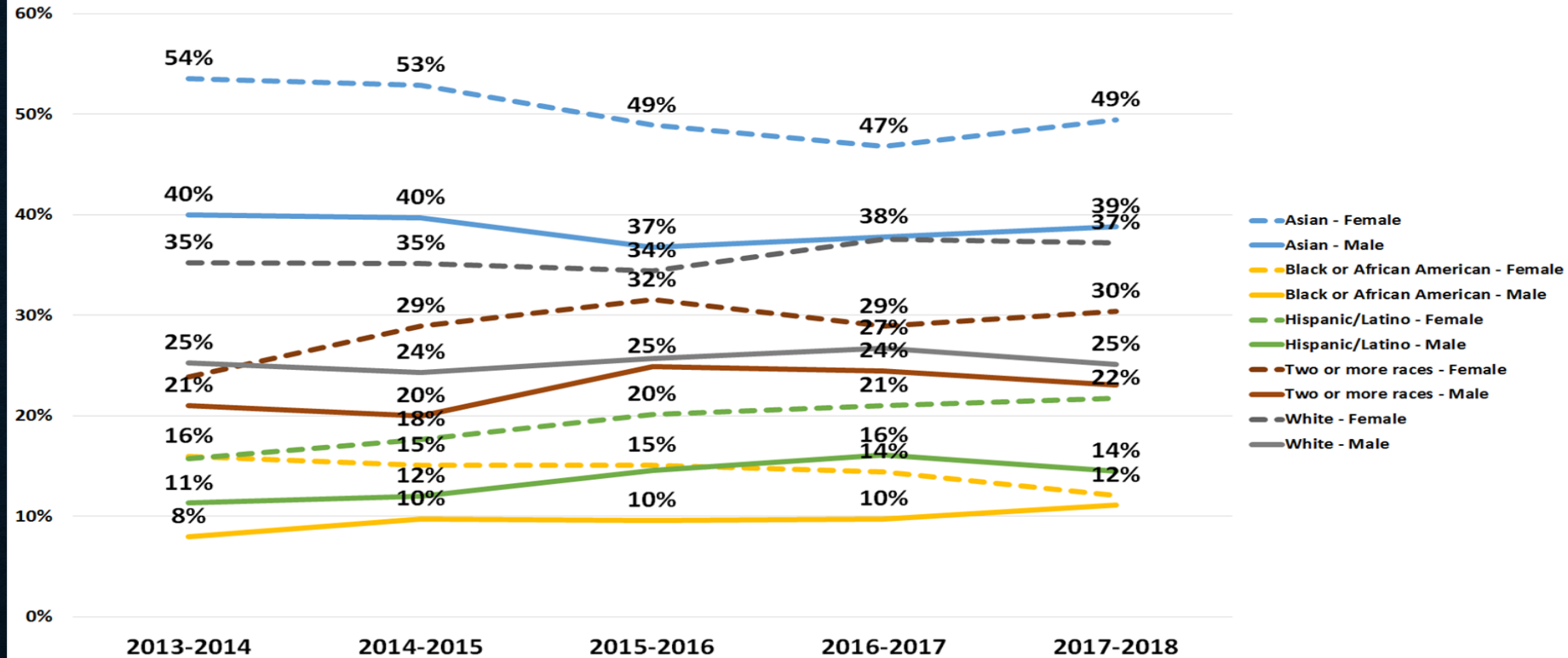


Sample statement: 68% of all Asian females in grades 9-12 were enrolled in at least one honors course during the 2017-2018 school year.

Source: U-46 SAP Business Objects on Feb. 6, 2018

*Percentages are percent of students within the demographic enrolled in Honors. Will not sum to 100%

Trend of Students (9-12) Enrolled in at Least one AP Course by Gender and Race/Ethnicity

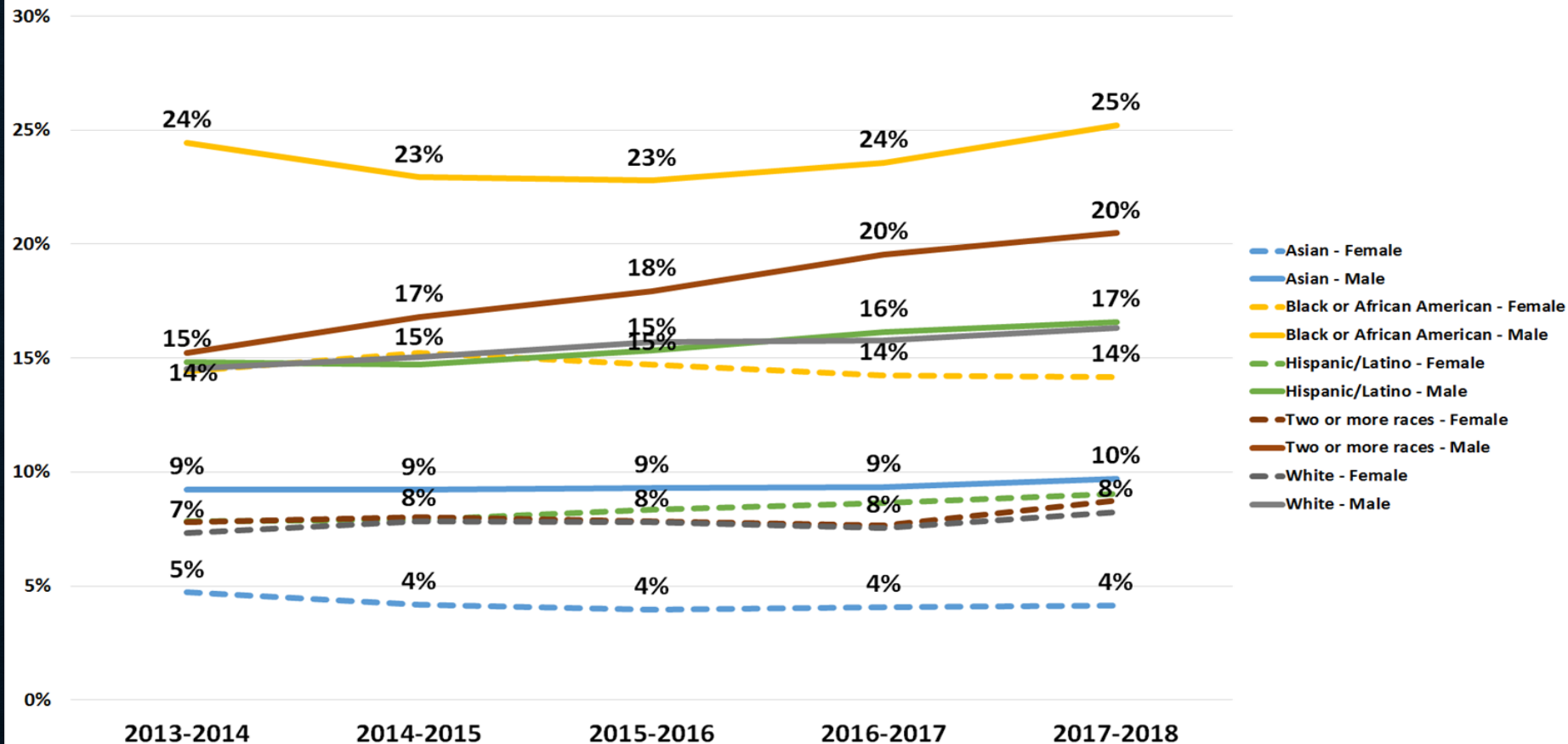


Sample statement: 49% of all Asian females in grades 9-12 were enrolled in at least one AP course during the 2017-2018 school year.

Source: U-46 SAP Business Objects on Feb. 6, 2018

*Percentages are percent of students within the demographic enrolled in AP. Will not sum to 100%

Trend of Students (K-12) with an Active IEP by Gender and Race/Ethnicity



Source: Special Education internal record keeping - Students reported as eligible/active in IEPPoint/I-Star on December 1 (Child count date) in each year. Data extracted on February 15, 2018

Next Steps:

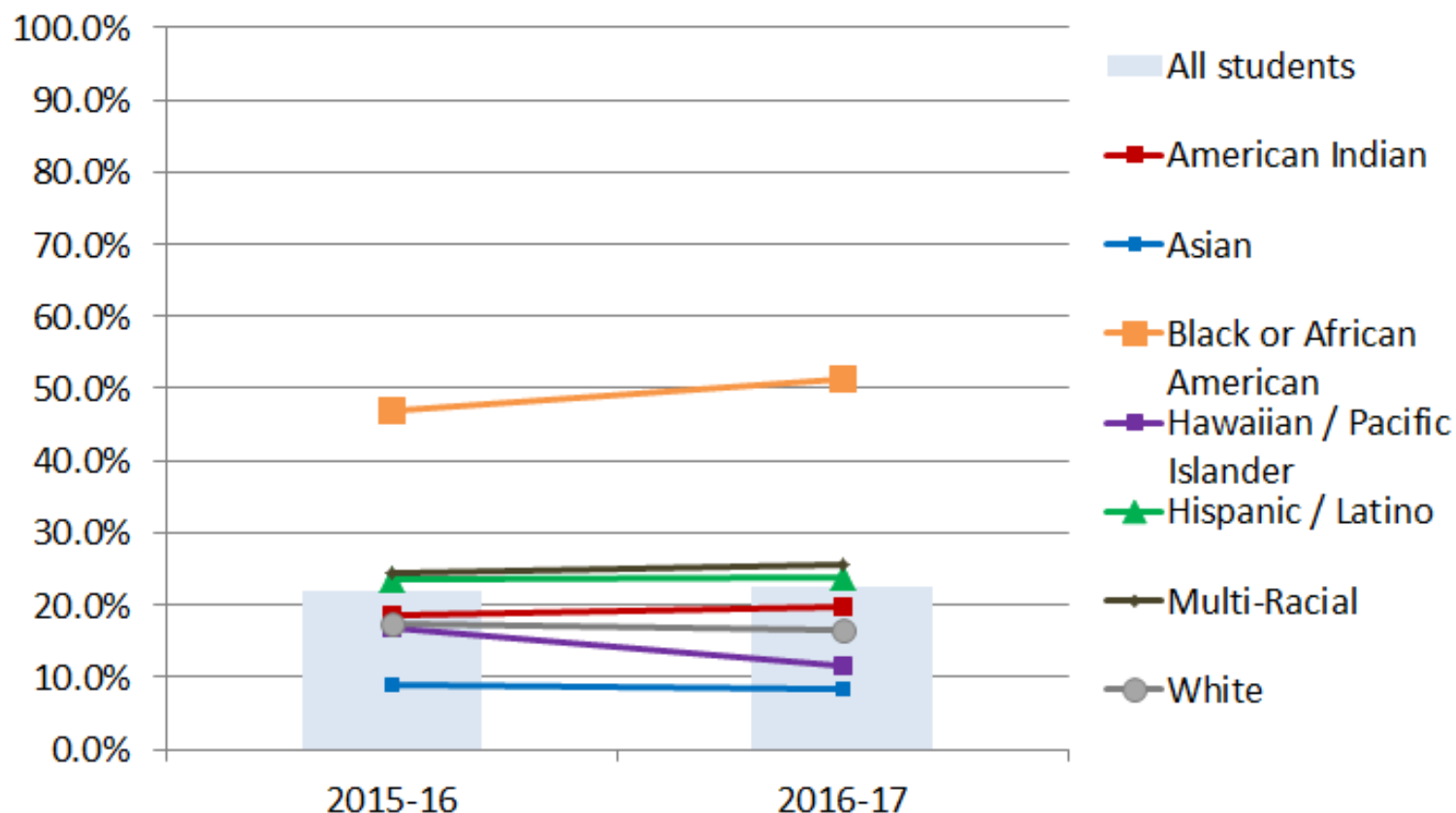
- Ongoing review of eligibility criteria
- Professional development and training for teachers and administrators
- Support structures for students
- Collaboration with community partners
- Increased access to early intervention
- Documentation of work within the equity plan

Student Discipline and Support

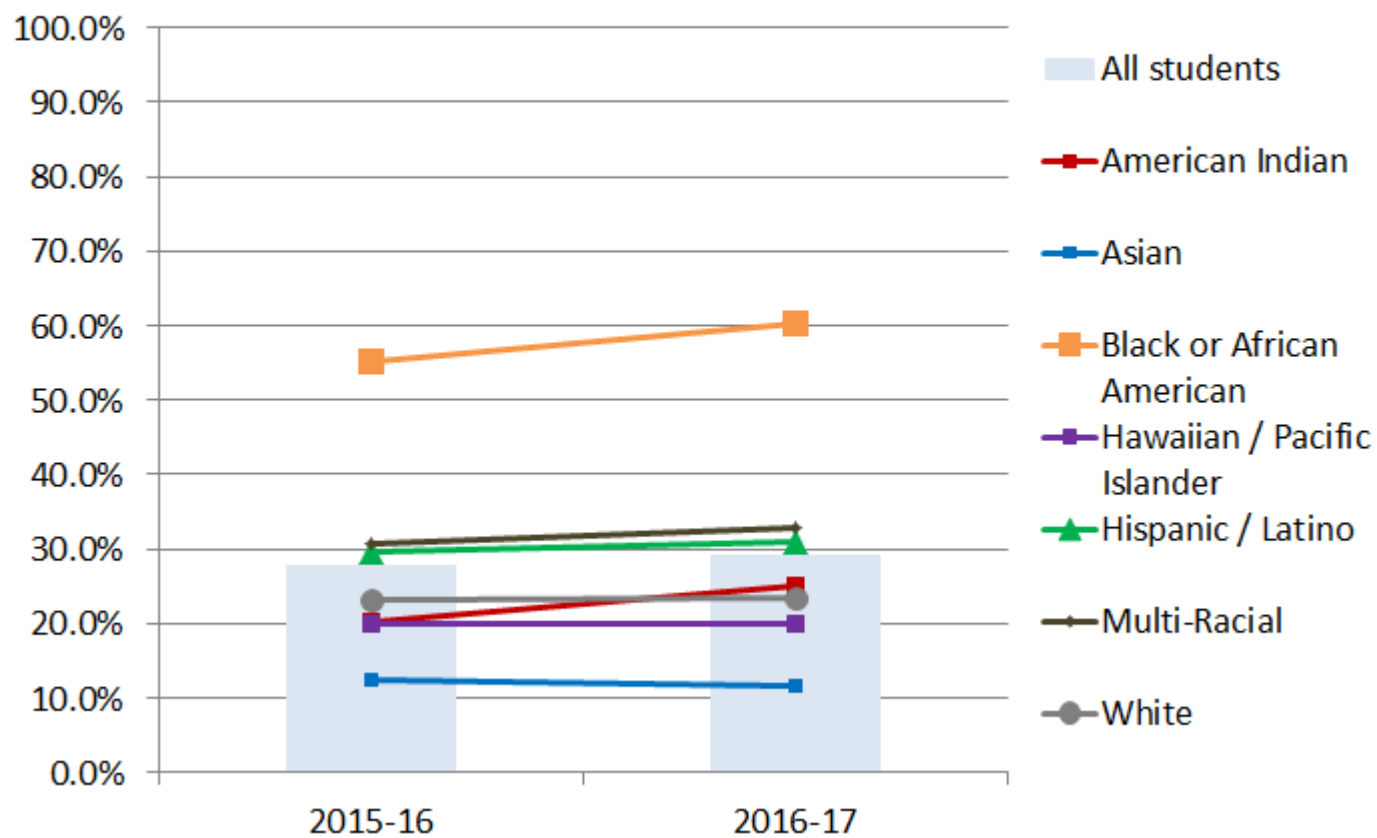
A referral to the discipline system for a behavior event (Student Code of Conduct) means:

- To use consequences and interventions for the purpose of helping a student make better decisions to increase academic success
- To teach and to mentor
- Discipline does not mean to punish

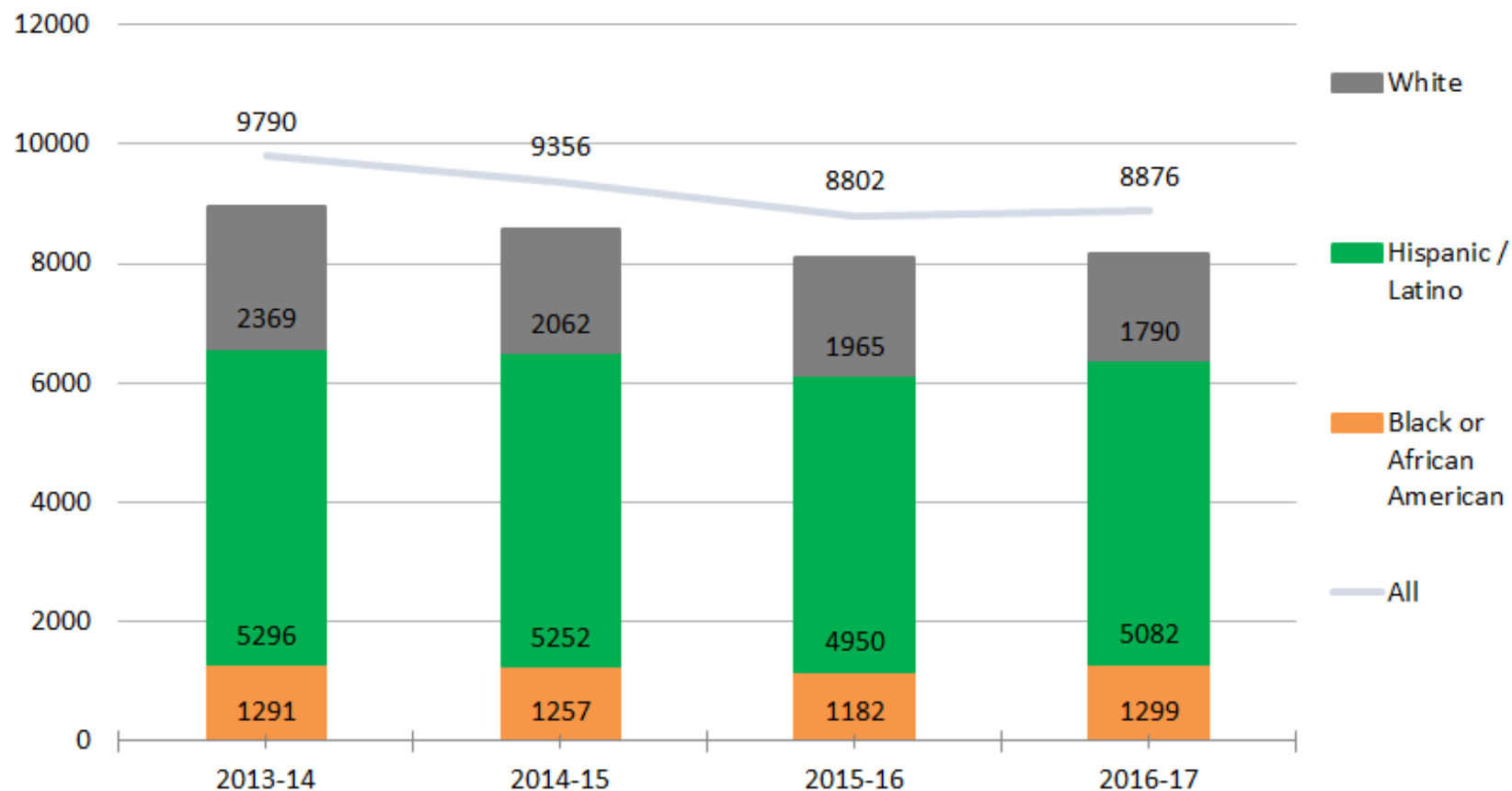
All - Percent of Students within Each Ethnicity with referrals



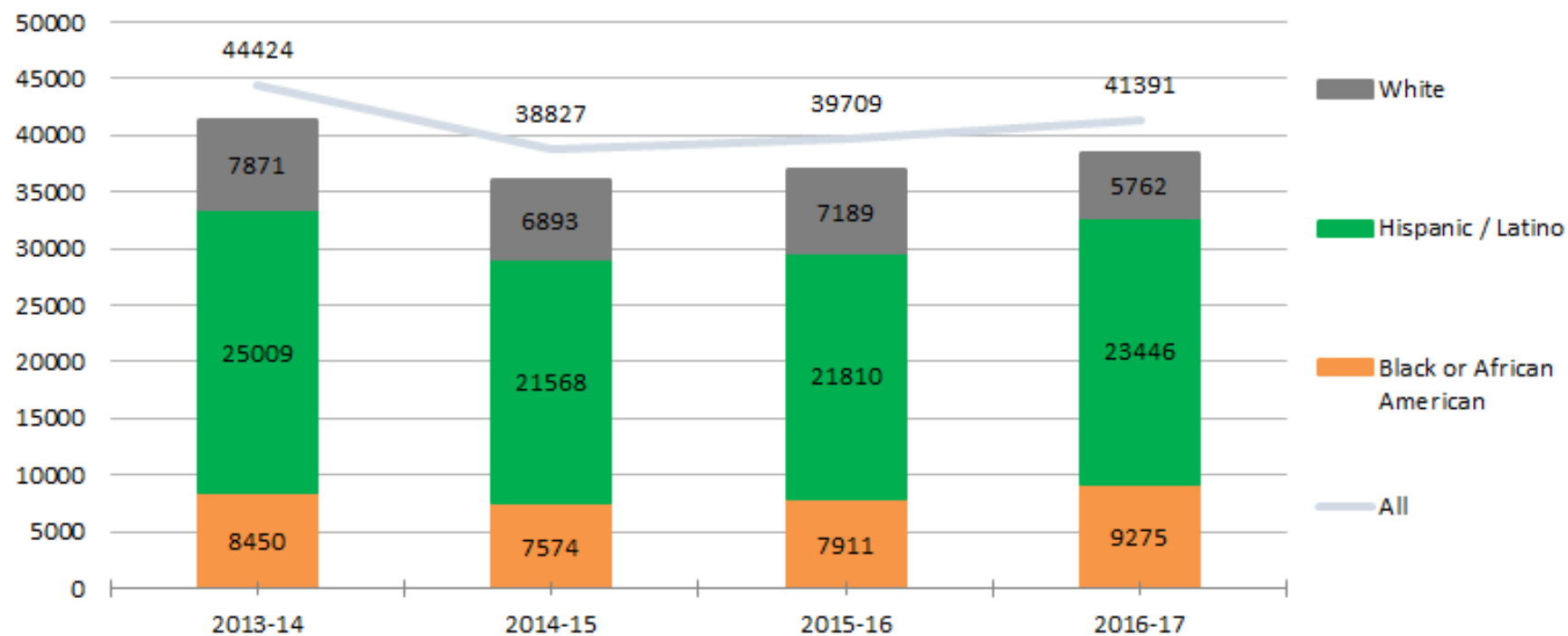
All - Percent of Male Students within Each Ethnicity with referrals



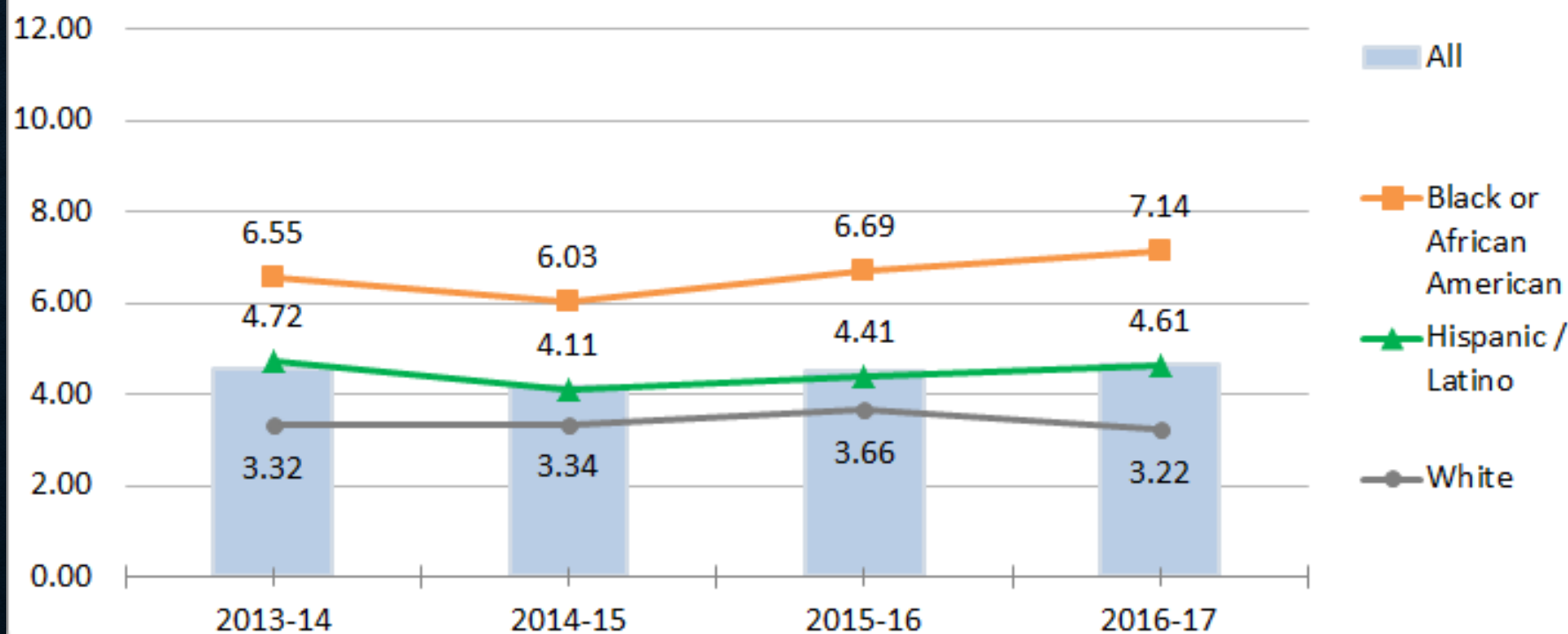
District - Number of Unique Students Receiving Referrals



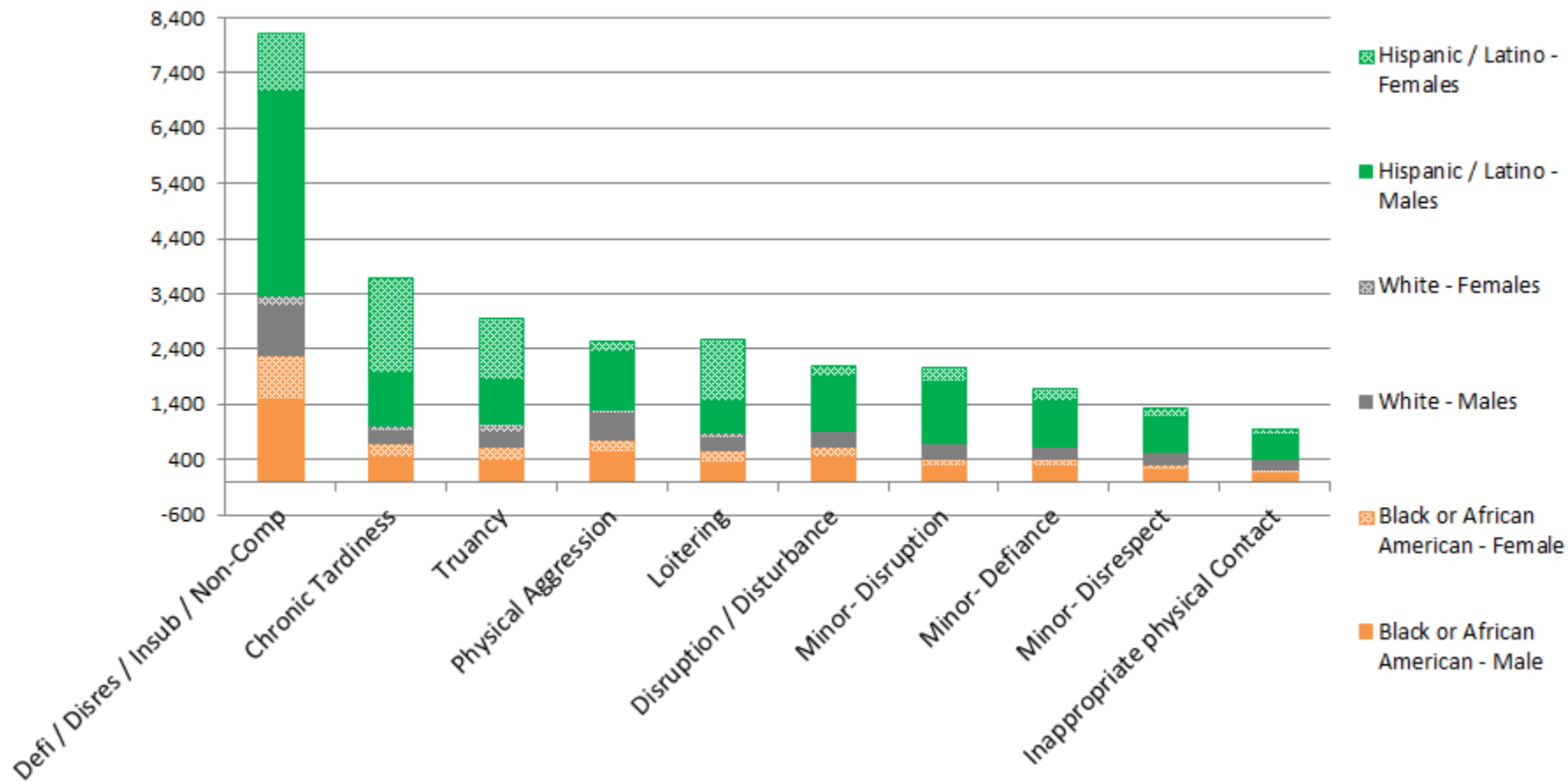
District - Number of Referrals



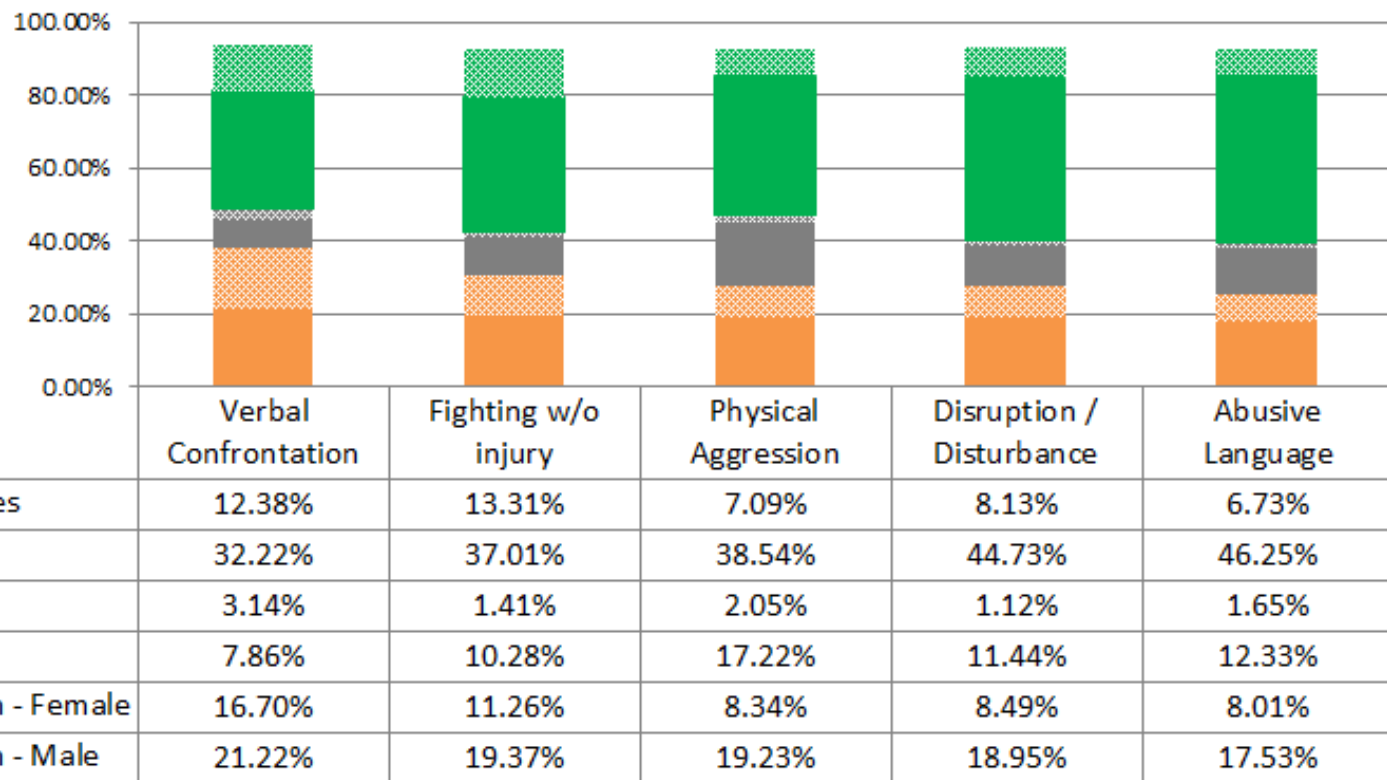
District - The ratio of Referrals per Unique Student by Ethnicity



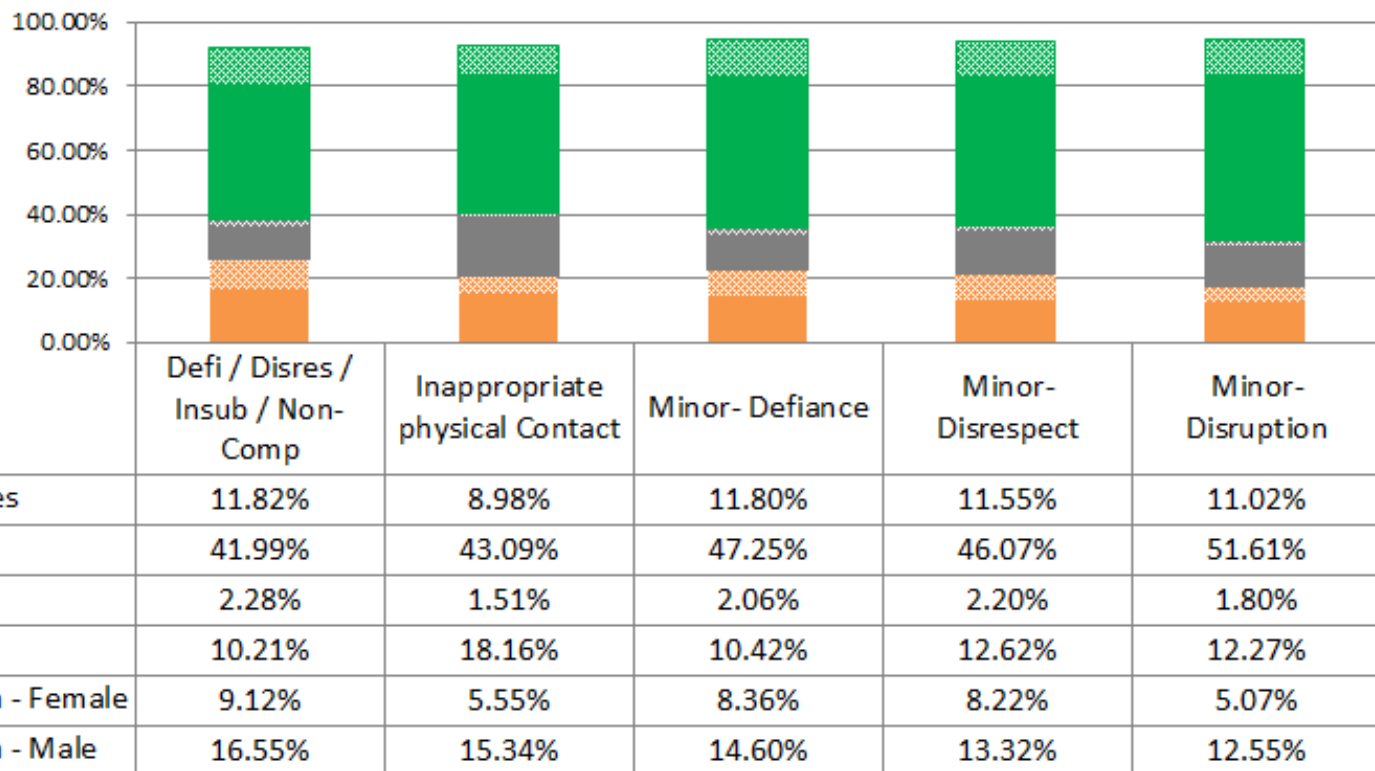
Top 10 Referrals by ethnicity/gender/number - 2016-17



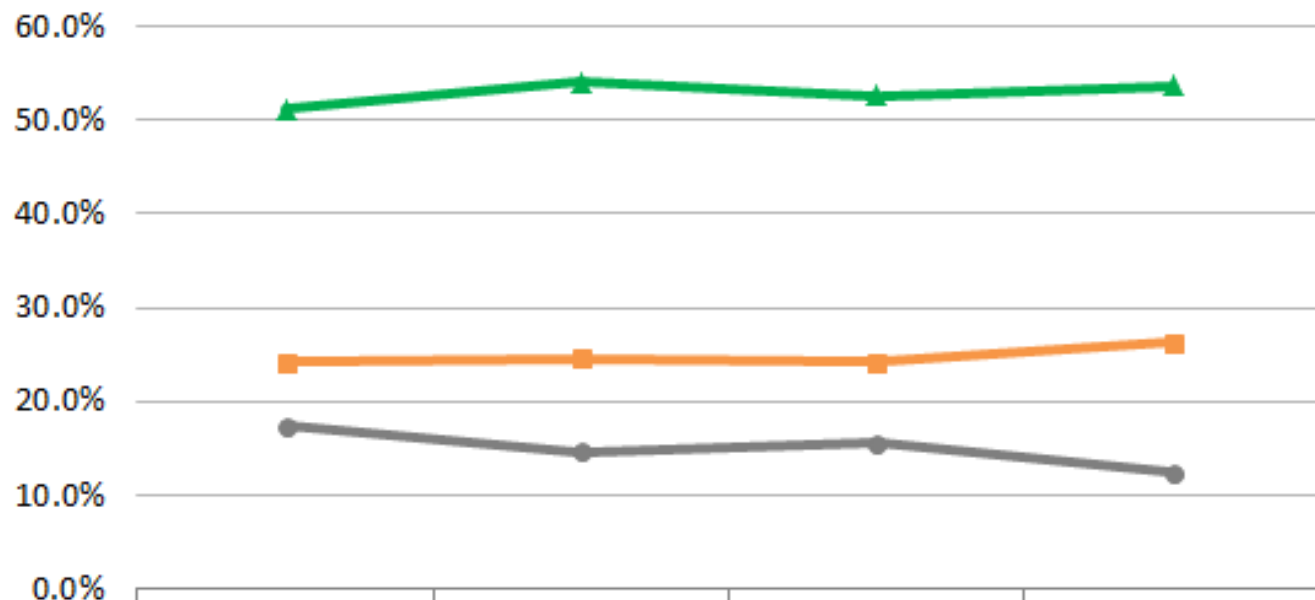
Top 10 Referrals by ethnicity/gender/percentage 2016-17



Top 10 Referrals by ethnicity/gender/percentage 2016-17

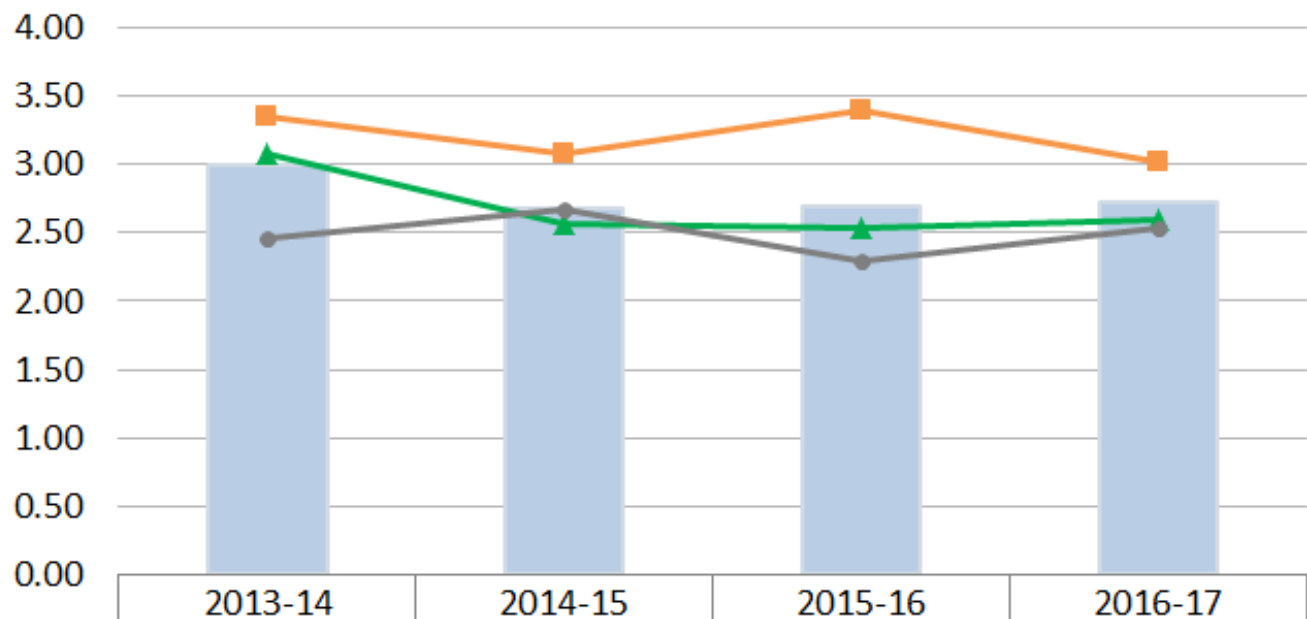


District- Percentage of unique students receiving OSS compared to all unique students receiving OSS



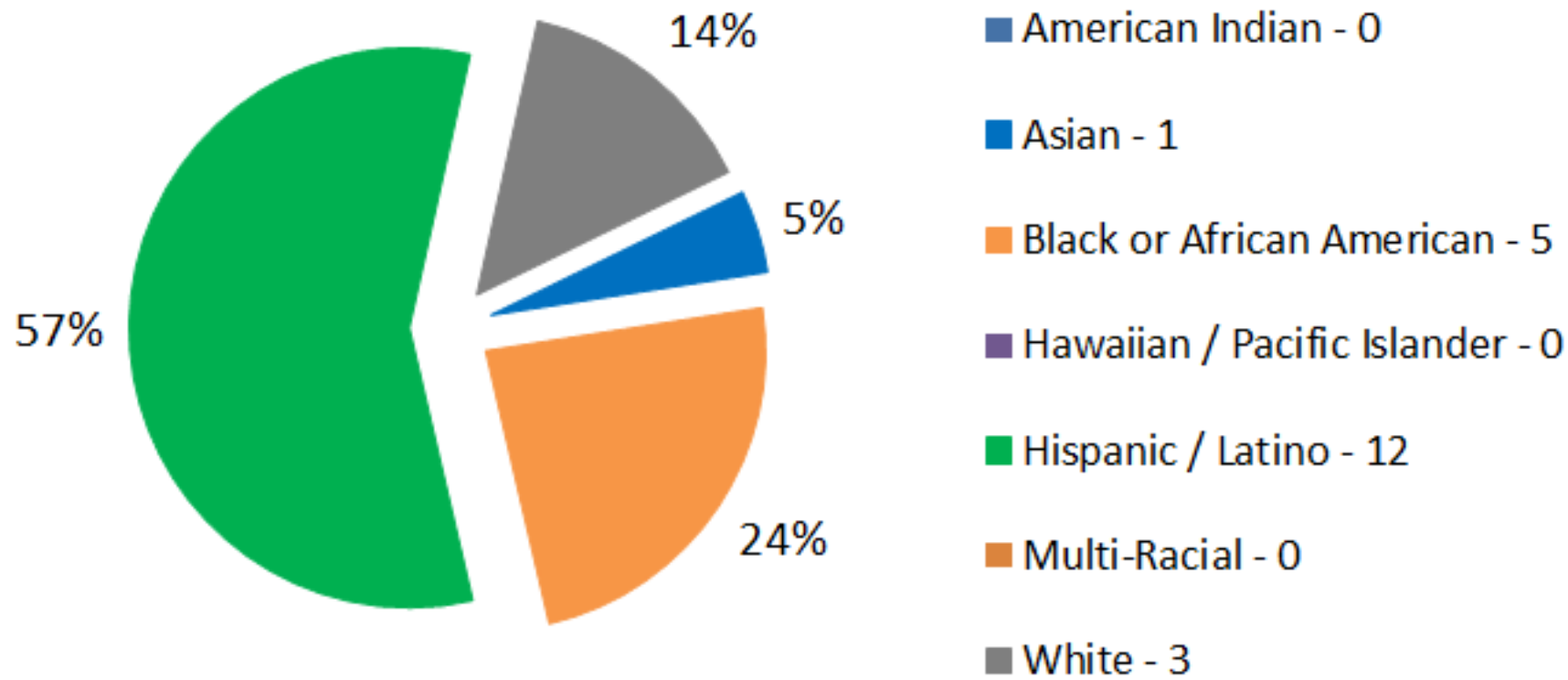
	2013-14	2014-15	2015-16	2016-17
Black or African American	24.1%	24.6%	24.1%	26.3%
Hispanic / Latino	51.20%	54.01%	52.64%	53.72%
White	17.33%	14.62%	15.52%	12.39%

District - The ratio of OSS days per unique student by Ethnicity



All	3.00	2.69	2.70	2.73
Black or African American	3.35	3.08	3.39	3.02
Hispanic / Latino	3.08	2.57	2.54	2.59
White	2.46	2.67	2.30	2.54

Expulsion by Ethnicity 2016-17



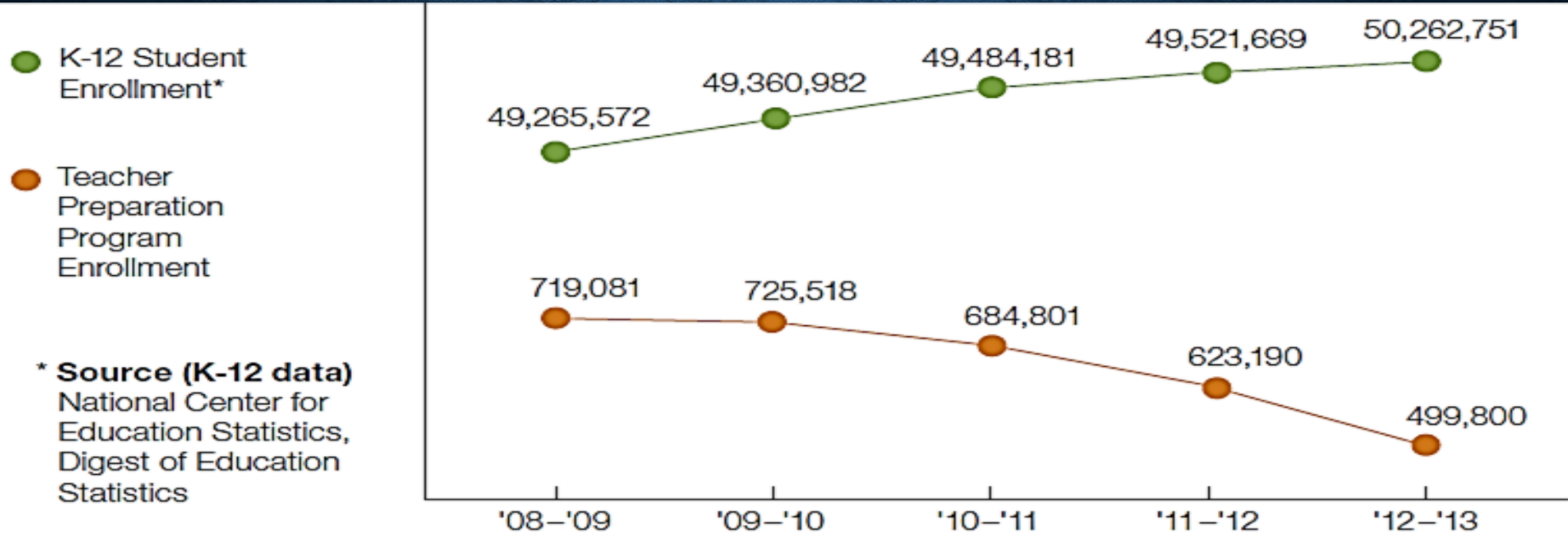
Next steps:

- Awareness - Continue to raise awareness
- Interventions - Build interventions that differentiate for all student needs
- Training in trauma informed care with Alignment Collaborative for Education

Diversity Employment Data for Teachers & Administrators

Careers in Education

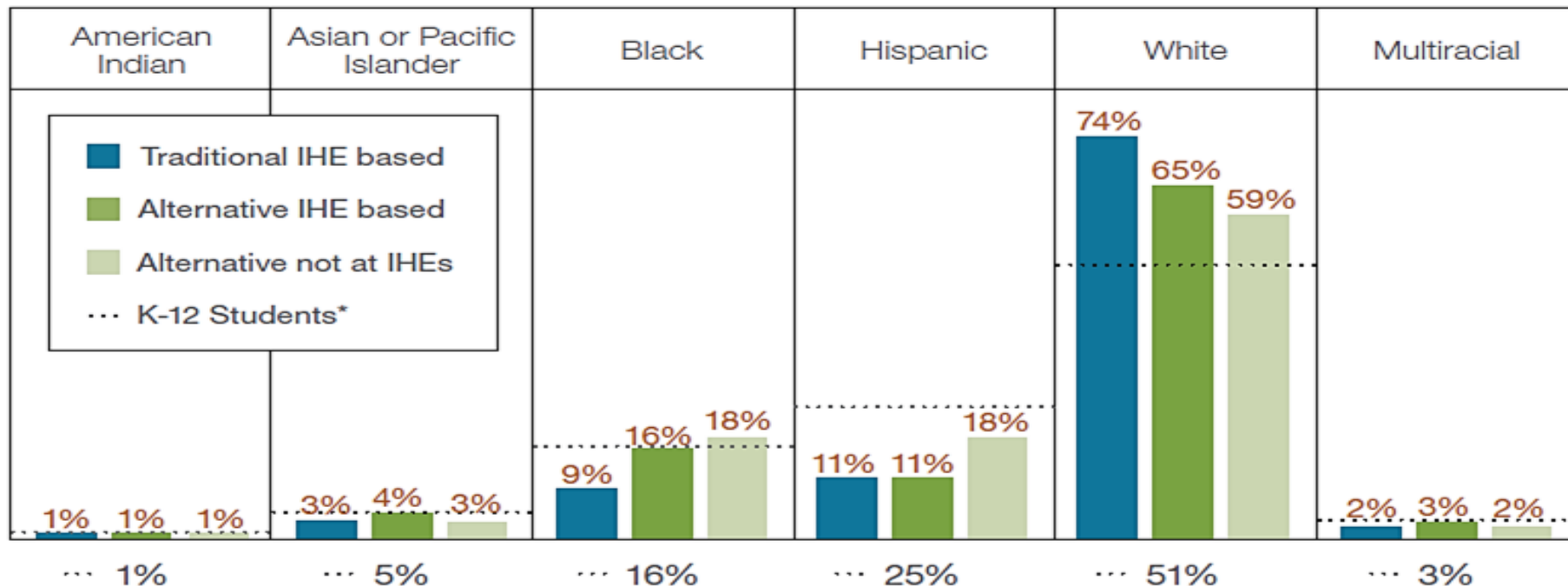
Trends in Enrollment Compared to K-12 Students



Data source: U.S. Department of Education, Office of Postsecondary Education.
Higher Education Act Title II Reporting System (2015)

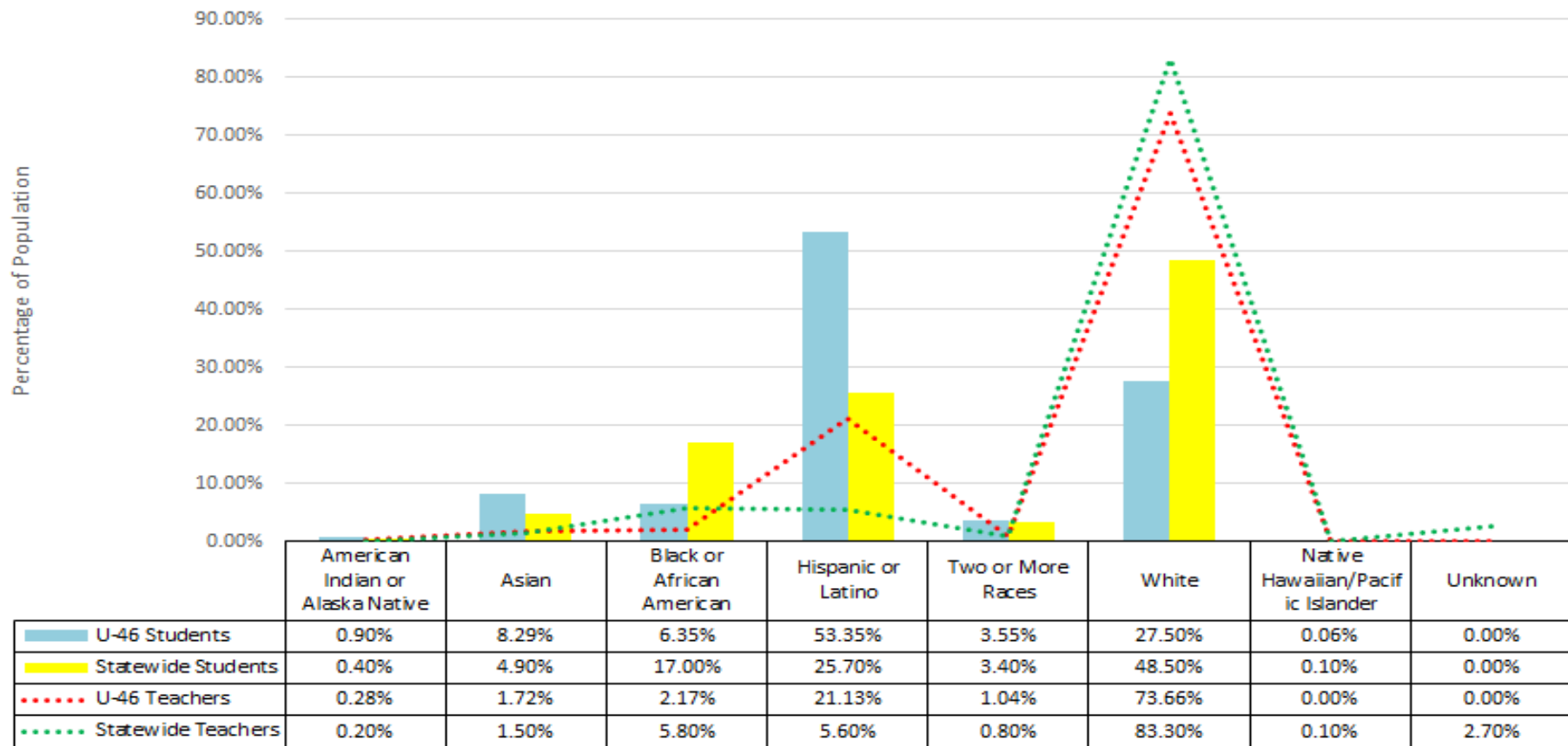
Post Secondary Enrollment data by Program

Race/Ethnicity of Enrollees by Program Type*



Data source: U.S. Department of Education, Office of Postsecondary Education. Higher Education Act Title II Reporting System (2015)

2017 Student / Teacher Demographic Comparisons U-46 and State-Wide (ISBE)



Employee Ethnicity - Teachers (ETA) *2015-2018

ALL ETA	2015-2016 Baseline	2016-2017 (as of 5/31/2017)				2017-2018 (as of 2/8/2018)					
	Total	F	M	Total	Total Percentage increase/decrease from previous year	F	Female Percentage increase/decrease from previous year	M	Male Percentage increase/decrease from previous year	Total	Total Percentage increase/decrease from the baseline year
American Indian or Alaska Native	8	5	2	7	-12.50%	5	0.00%	3	50.00%	8	0.00%
Asian	37	38	5	43	16.22%	38	0.00%	7	40.00%	45	21.62%
Black or African American	45	46	8	54	20.00%	42	-8.70%	8	0.00%	50	11.11%
Hispanic or Latino	508	413	114	527	3.74%	451	9.20%	121	6.14%	572	12.60%
Native Hawaiian or Other Pacific	0	0	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Two or More Races	33	18	8	26	-21.21%	15	-16.67%	8	0.00%	23	-30.30%
White	1,803	1,413	424	1,837	1.89%	1,404	-0.64%	415	-2.12%	1,819	0.89%
Grand Total	2,434	1,933	561	2,494	2.47%	1,955	1.14%	562	0.18%	2,517	3.41%

Employee Ethnicity - Administrators (Certified & Classified) 2015-2018

Administration Certified & Classified	2015-2016 Baseline	2016-2017 (as of 5/31/2017)				2017-2018 (as of 2/8/2018)					
	Total	F	M	Total	Total Percentage Increase/Decrease from previous year	F	Female Percentage Increase/Decrease from previous year	M	Male Percentage Increase/Decrease from previous year	Total	Total Percentage Increase/Decrease from the baseline year
American Indian or Alaska Native	0	0	0	0	0.0%	1	0.0%	0	0.0%	1	0.0%
Asian	3	2	0	2	-33.3%	2	0.0%	1	0.0%	3	0.0%
Black or African American	24	18	8	26	8.3%	16	-11.1%	9	12.5%	25	4.2%
Hispanic or Latino	39	27	16	43	10.3%	27	0.0%	19	18.8%	46	17.9%
Native Hawaiian or Other Pacific	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Two or More Races	2	1	0	1	-50.0%	2	100.0%	0	0.0%	2	0.0%
White	145	86	51	137	-5.5%	75	-12.8%	45	-11.8%	120	-17.2%
Grand Total	213	134	75	209	-1.9%	123	-8.2%	74	-1.3%	197	-7.5%

Diversity Recruitment and Hiring Practices

- Annual Career Fairs



- HBCU- Historically Black Colleges and Universities



- Recruitment in Spain and Puerto Rico



Next Steps:

- Update U-46 Recruitment Plan
- Professional Development



U-46 Year-Round Equity Training

SY 2016-217: 400+ participants

SY 2017-18 to date: 450+ participants

Questions?