



# Equity Work to Date

March 21, 2022

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**Assistant Superintendent of  
Equity and Innovation**

**Lisa Jackson**  
**Director of Diversity, Equity,  
and Inclusion**



# Outcomes

- Share an overview of the equity work to date.
- Provide a high-level overview of the equity audit process.
- Share next steps.



### Pillar 1

#### Student Achievement

Jocelyn Ashford-Yarbrough  
Timothy Ayalin  
Celia Banks  
Mitchell Briesemeister  
Beverly Britton  
*Olga Olivia Bucio*  
Lainna Callentine  
Georgie Camacho  
*Paul Flatley*  
Kelly Gilbert  
Roxann Hunsaker  
Erin Jackle  
Sabrina Jaffer  
Suzanne Johnson  
Rise' Jones  
Dianne Kraus  
Geynell Lawrence-Tabb  
Aletha Little  
Marcie Marzullo  
Elizabeth Nystedt  
Tena Raglin  
Marty Renteria  
Anissa Upshaw

### Pillar 2

#### Effective & Engaged Staff

Annette Acevedo  
Elspeth Alvarado  
Krystal Bush  
Michele Chapman  
Shannon Clark  
Sandra Davila  
Sherrill Dodson-Lewis  
Jessica Goldstein  
Brandon Gonzalez  
*Gloria Helin*  
*Olivia Hollingsworth*  
Tracy King  
Garrett Lefferson  
Cassie Majer  
Lela Majstorovic  
Holly McNeill  
Mireya Perez  
Rajan Sharma  
Noe Velazquez  
Teresa Winters

### Pillar 3

#### Community Engagement

Carmen Arocho  
Gaby Arriaga  
Brenda Escobedo  
Patricia Briones  
Kimberly Brown  
Nancy Coleman  
Anne Cordina  
Andrea Erickson  
Angelica Ernst  
Catherine Fletcher  
Karla Jimenez  
Kris Kovari  
Brian Lindholm  
Cesar Mendez  
Joe Morales  
Virginia Narofsky  
Paulette Rogers  
Tony Sanders  
Leonard Schwartz  
Lisa Soron  
*Zehra Tahir*  
Sofia Wehrle

### Pillar 4

#### Excellence, Efficiency, and Accountability

Michelle Baldwin  
Jaime Cadengo  
Josh Carpenter  
Angela Cholewa  
*Lisa Holbrook*  
Jennifer Lopez  
Marilyn Mattei  
Amanda Miranda-Flores  
Milena Nedeljkovic  
Frank Phothirath  
Griselda Pirtle  
Joel Pollack  
*Doreen Roberts*  
Gina Romanelli  
Jimena Sanchez  
Brian Tennison  
Darlynn Terry  
Patricia Waldau  
Tanya Wilson  
Ann Williams



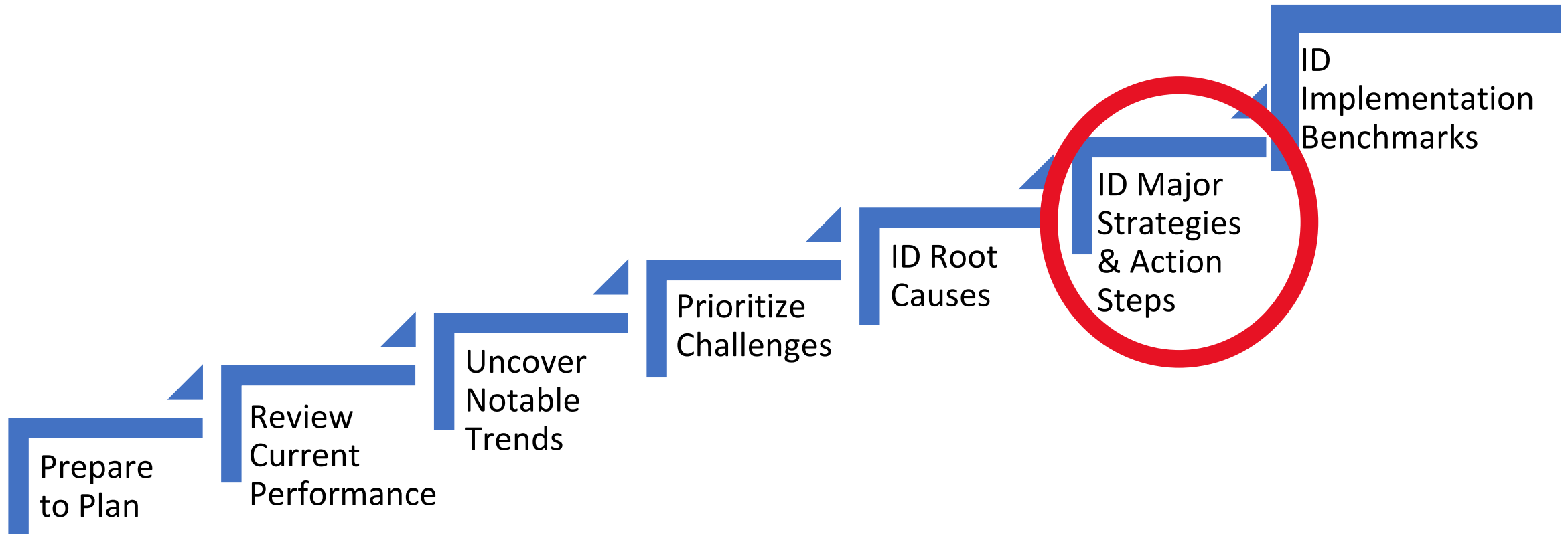
# Current Pillars

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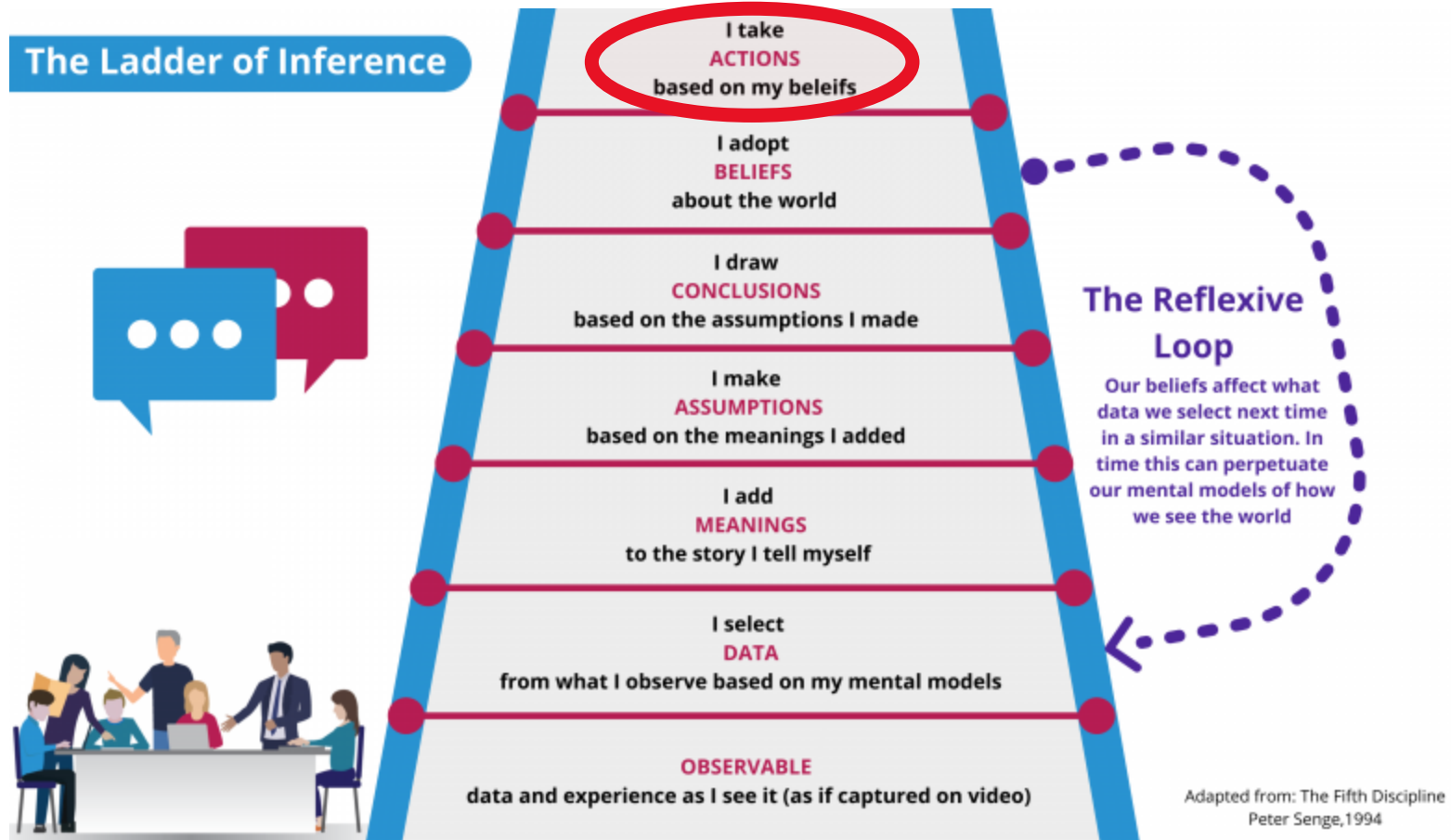
- Student Achievement
- Effective and Engaged Staff
- Community Engagement
- Excellence, Efficiency, and Accountability



## Steps toward creating equity plan 2.0



## The Ladder of Inference



## Example

**Goal:** By the end of the 2025-2026 school year, 75% of all African American and Latino/a/x in-state college attendees will no longer need remedial college classes.  
(Lagging Indicator)

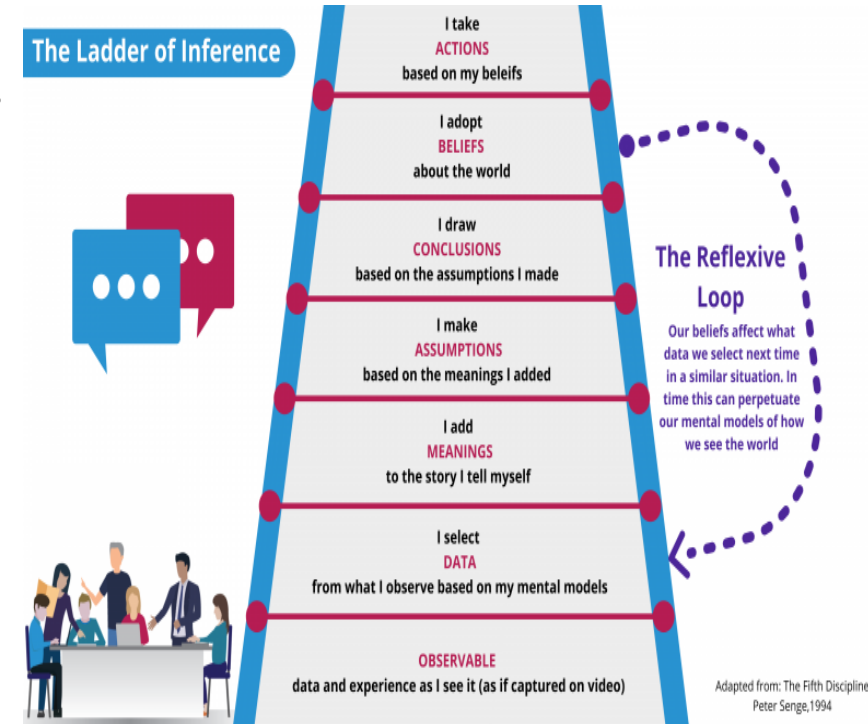
**Major Improvement Strategies:** Increase participation of African American and Latina/o/x students in AP, Magnet Academies, Honors, CTE, and Dual Credit classes. Increase the Depth of Knowledge (DOK) of teacher-created tasks.  
(Leading Indicators)

### Root Causes:

Of the the 310 African American and Latino/a/x high school students in the 2019-2020 graduation class, only 89 graduated high school having taken one AP course or participated in a one dual credit course.

Informal survey results suggest more than 50% of African American and Latino/a/x students are not encouraged to participate in an AP course by school staff members.

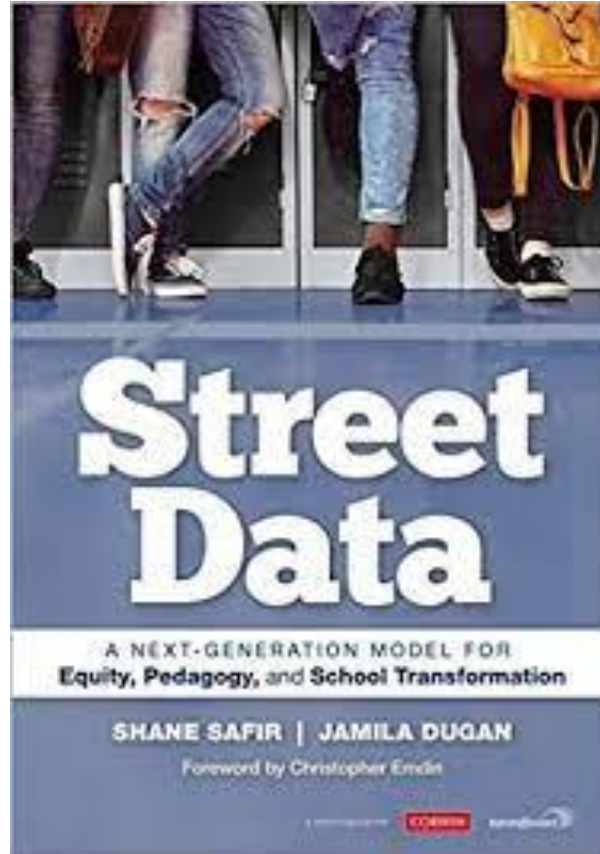
Low classroom expectations of teachers for students of Color as evidenced in the 5E's Essential Survey: Academic Press.





Description of Action Steps to Implement Major Improvement Strategies (MIS)				Implementation Benchmarks	Status of Action Step (completed, in progress, not started)
Partner with Equal Opportunity Schools (EOS) to assist us with identifying students for AP courses.	March 2022	Associate Principal, High School Executive Director	Title I Dollars	By the end of 2nd quarter, 80% of 10th and 11th graders will have an insight card showing at least one in-school trusted adult.	Not Started
Survey high school students to determine reasons they do not participate in AP courses; dissegate by race, gender, sped, etc.	September 2022	School Counselor	Survey (TBD)	By the end of 1st quarter, 75% of current 11th graders will complete the survey.	Not Started
Conduct classroom observations of no less than 50% of all district classrooms to determine the DOK level of all observed student tasks.	September 2022 through December 2022	Director of Teaching and Learning, Assistant Superintendents, Executive Directors	Calibration tool for data collection	By the end of 3rd quarter, 70% of all observed classrooms will have aligned standards, learning targets, and tasks.	In Progress





# Whose Voices Are We Centering?

## Students

- Consider the following student members:
  - African American
  - Latino/a/x
  - Indigenous
  - LGBTQIA+
  - Students with special needs
  - Low Income

## Staff

## Families



# Work to Date

Affinity Groups  
(Staff and Students)

African American  
Studies Course  
currently being  
written

Equity Audit

Implicit Bias  
Workshops  
(Latest with ISU  
Teacher Interns)

1<sup>st</sup> Equity  
Symposium (2<sup>nd</sup>  
Annual Equity  
Symposium planning  
underway)

Optional  
Professional  
Learning

Revised DEI webpage

Recruitment Efforts  
underway

Social Media  
Campaign  
(#U46EquityMatters)

Thought Exchanges



HOWARD  
UNIVERSITY



# U-46 Equity Matters Newsletter

INFORMATION AND RESOURCES FOR EVERYONE TO USE AND SHARE



MARCH 3, 2022

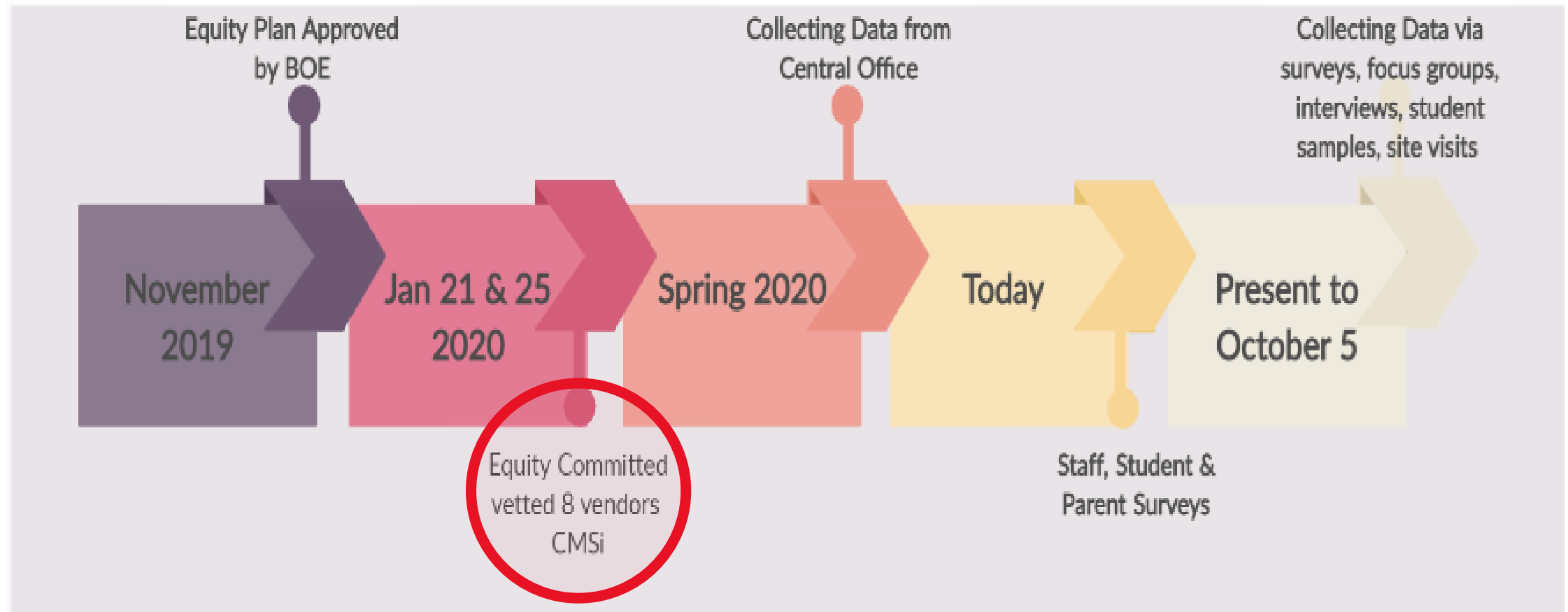
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- Alexa Charsha Hahn, School Counselor Lead
- Doreen Roberts, Teacher Leader
- Jennifer Downey, Secretary of Career and Technical Education
- Margaret Kallal, Secretary of Educational Pathways and Postsecondary Success
- Melissa Stevenson, Administrative Asst. of Equity & Innovation

Visitors  
5,584



# CMSi Equity Audit





# Overview of the audit process

## **Overarching intent:**

To determine the extent that School District U-46 is assuring equity in its treatment of all students and equal access to all services and educational opportunities

## **Lens used:**

- Research and the five equity audit focus areas
- U-46 district policy and expectations

## **Scope:**

- Every department, school, classroom, program, and stakeholder (parents, students, staff members)

*The Equity Audit represents a comprehensive analysis of how well the district leaders are defining, monitoring, and supporting equity across the system*

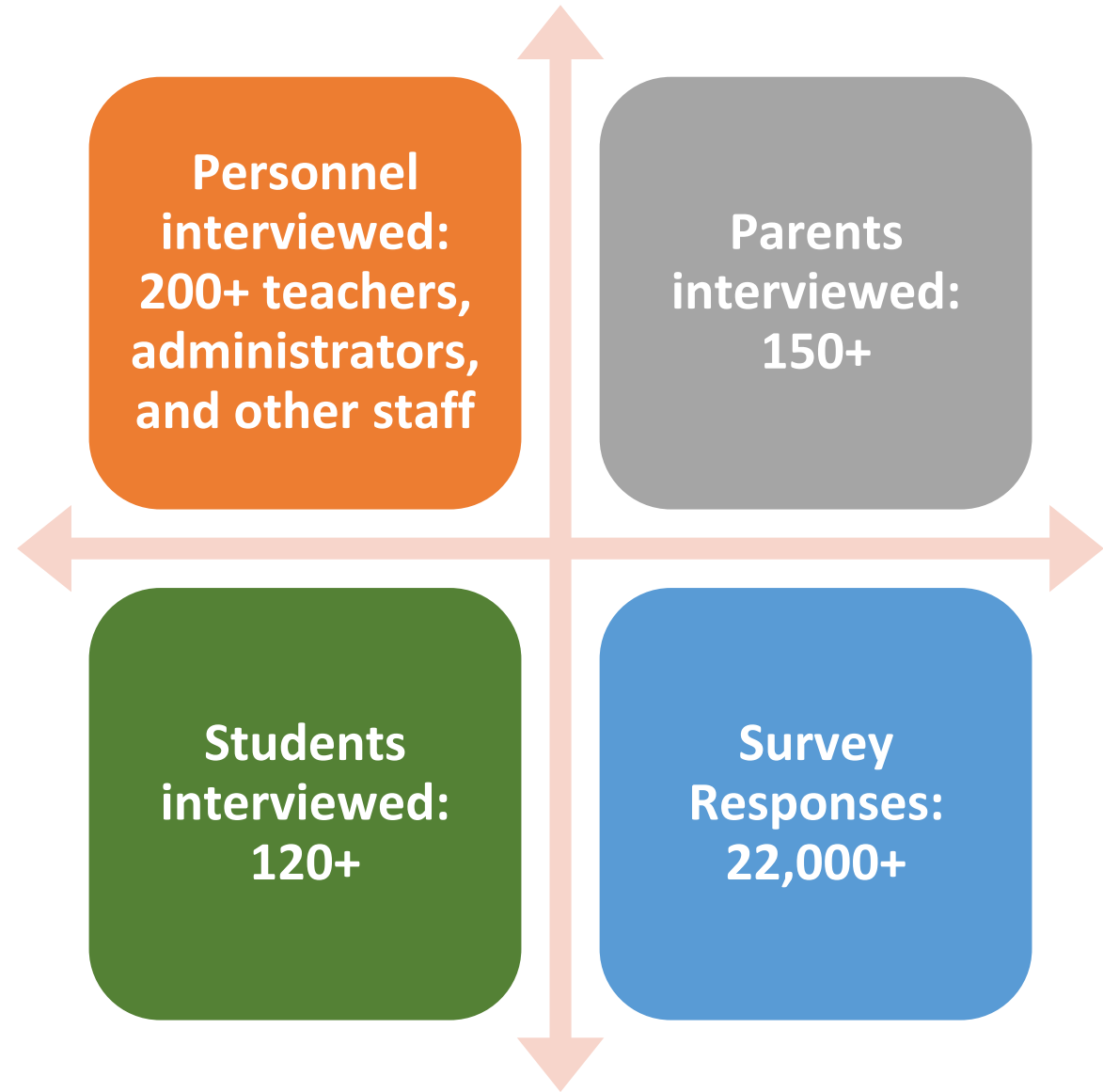


# Methodology

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- ✓ documents and data reviewed on- and off-site
- ✓ surveys and interviews performed with parents, teachers, principals, board members, administrators, and students
- ✓ classrooms visited in every school site and instruction was observed
- ✓ samples of student work also analyzed for alignment

# Numbers Breakdown:





## Key Areas of Focus:

### 1. **Vision and Accountability**

- ✓ Direction in policy and plans concerning vision and expectations for equity

### 2. **Achievement**

- ✓ Academic performance by student groups

### 3. **Equity and Access**

- ✓ Access to rigor, programs, and services (curriculum, program access)
- ✓ Disciplinary actions, exclusionary practices, retentions





## Key Areas of Focus:

### 4. Culture and Climate

- ✓ Perceptions regarding bias and equity issues across the system
- ✓ Perceptions regarding climate in school buildings and inclusivity

### 5. Curriculum

- ✓ Support in written curriculum for effectively engaging and supporting diverse student populations
- ✓ Documents that are robust enough to support high-level learning



# Written Report

- **Strengths**
  - Areas of strength and capacity in the system
- **Findings**
  - Areas where there is room to grow and improve
- **Recommendations**
  - Suggestions for action steps most likely to result in improved student learning, equity, inclusivity, and equal access



# District Strengths

- Strong Board and Leadership
- Commitment to and Support for Equity
- Dual Language Programming
- Supportive, Diverse Community
- Curriculum and Assessment Development
- Stable Financial Position



# Next Steps

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- Triangulate findings and recommendations with existing equity plan (March and April 2022).
- Conduct student focus groups to confirm identified root causes. (April 2022).
- Provide the Equity Committee the draft Equity Audit to review (April 2022).
- Provide the Board of Education with the final Equity Audit Executive Summary to review (April/May 2022).
- Finalize Equity Plan 2.0, including action steps (May 2022).





*Thank You!*

**Any questions?** 