Equity Update

Advancing Educational Equity for All Students in U-46

December 16, 2024

Presented by:

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Our moral imperative is to <u>change</u> until all of Our systems measurably work for all children. It is OUI responsibility to ensure all students engage in rigorous learning, receive quality core instruction, and can develop the skills they need for better life chances and opportunities. Our focus must be on rigor, agency, and equity (and all systems must support). We will become a choice district that <u>linspires families</u> to join us.

Equity and Innovation Mission

The mission of School District U-46 for Equity is to aggressively include and value all students; especially those who have been historically marginalized, invisible, and forgotten resulting in persistent achievement and/or excellence gaps. Further, this mission seeks to operationalize actions through structures and systems to meet student's unique learning needs while developing and preparing them to be vibrant contributors in an increasing interrelated, interconnected, and interdependent global community.

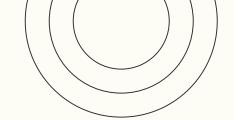




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01 **Equity Committee Progress**



Aligning with District Strategic Plan

As the district develops a new strategic plan, some initiatives of the Equity Committee are being adjusted to align with the district's overall goals. We are working to ensure that the committee's contributions are fully integrated into the new planning process.

Equity Committee Current Pillar Work



Focus

Provide a comprehensive update on the progress of each action step, highlighting those currently marked as "In Progress."



Next Steps

Teams are providing detailed updates on each "In Progress" action step, outlining next steps and identifying any new actionable items that can be implemented without impacting the work of the strategic plan.



Rationale

Creating a clear path forward for the Equity Committee that continues to strengthen our commitment to equity until the work is embedded into the strategic plan.



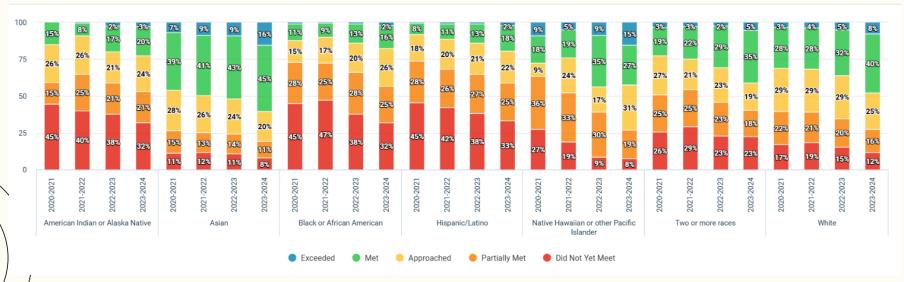
Pillar 1B (Secondary) Example

MIS 1A: Empower students and families to advocate for increased enrollment in AP and Dual Credit classes for African American students (AA), Hispanic/ Latino/a/ LatinX students (LAX), and students with IEPs.

ACTION STEP	IMPLEMENTATION BENCHMARKS	PARTIES RESPONSIBLE	TIMEFRAME	RESOURCES	STATUS
Produce advertising materials in multiple formats to promote AP and Dual Credit.	During the fall sent home fliers related to AP and Dual Credit Classes, starting from 6 grade and up. Have a friendly use link for parents posted on MIddle School and High School websites. During orientation add information on requirements, benefits, listing, and enrolling in Dual Credit and AP.	Director of Postsecondary Success Principals Associate Principals Assistant Principal for Freshman Success (APFS) Multilingual Multicultural Education Department Director/Coordinators ECC Teachers	Fall 2024 - Review/Revision each Spring (starting 2025)	Printed materials Digital materials Including websites and videos	Complete

O2 Academic Growth

IAR ELA Performance by Ethnicity 2020 - 2024



American Indian

Asian

Black

Hispanic

Native Hawaiian

Two or More Races

White

8% increase in Met & Exceeded

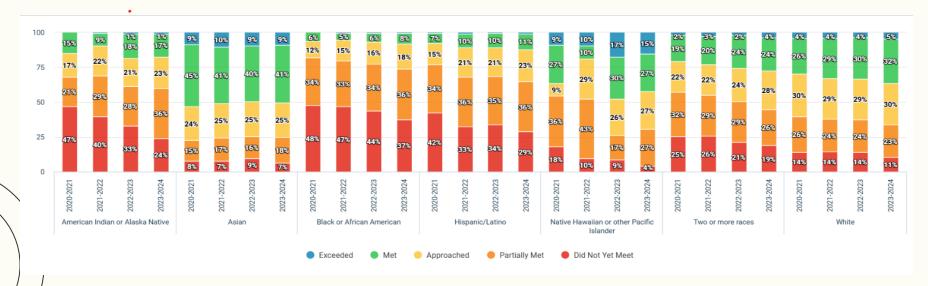
in Met & Exceeded Met & Exceeded

15% increase 6% increase in 12% increase in Met & Exceeded

15% increase in Met & Exceeded 18% increase in Met & Exceeded

17% increase in Met & Exceeded





American Indian

3% increase in Met & Exceeded

Asian

4%

Met &

decrease in Exceeded

Black

2% increase in Met & Exceeded

Hispanic

4% increase in Met & Exceeded

Native Hawaiian

6% increase in Met & Exceeded

Two or More races

7% increase in Met & Exceeded

White

7% increase in Met & Exceeded

03

Student Code of Conduct Revisions

STUDENT CONSEQUENCES

Student Code of Conduct language added on hate speech (p.22, p. 47):

Hate Crime	A committed criminal offense that is motivated, in whole or in part, by the offender's bias(es) against a race, national origin or ethnicity, religion, disability, sexual orientation, gender, gender identity, or other protected characteristic; also known as bias crime.
Hate Speech	Speech that is motivated in whole or in part by bias against an individual on a protected basis or a protected characteristic (e.g. slurs).

Behavior Event	1	2	3	4	Referral to Police
Hate Speech	Pk-12	Pk-12	Pk-12	Pk-12	*



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Learning Opportunities and Initiatives

Equity In Practice

Administrative Professional Learning Building-Level Professional Learning

Student Learning

Parent Learning and Support District-Wide Learning Opportunities

Monitoring of Student Data



05

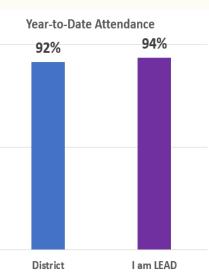
Equity and Innovation Advancements

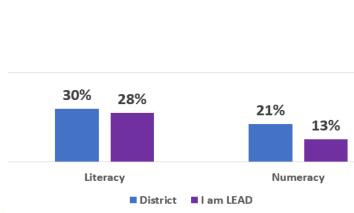
Diversity, Equity, and Inclusion

Lisa Jackson, Director

I am LEAD







Meets and Exceeds IAR 2024



Student Success Advocates

Ensuring students have awareness of and access to learning opportunities that build their student agency!



Efficacy What do students believe about themselves?



What do students **know** about themselves?





Exploration What are students doing for themselves?

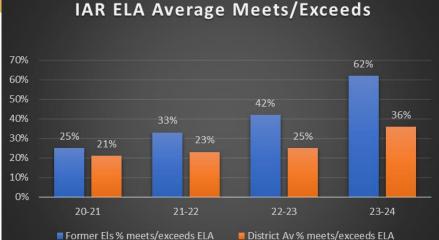
Reflection

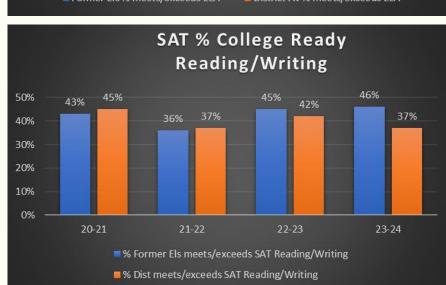
How are students feeling about what they have done?

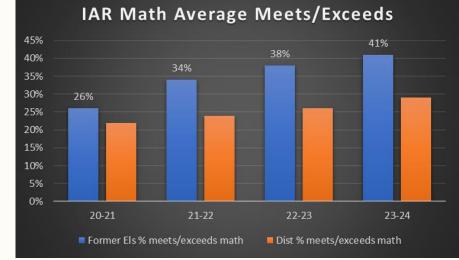


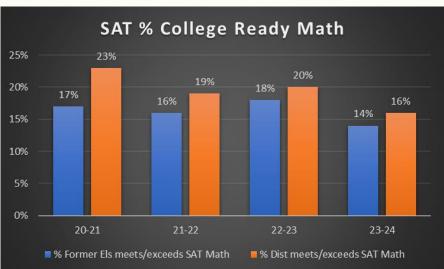
Multilingual Multicultural Education Department

Griselda Pirtle, Director

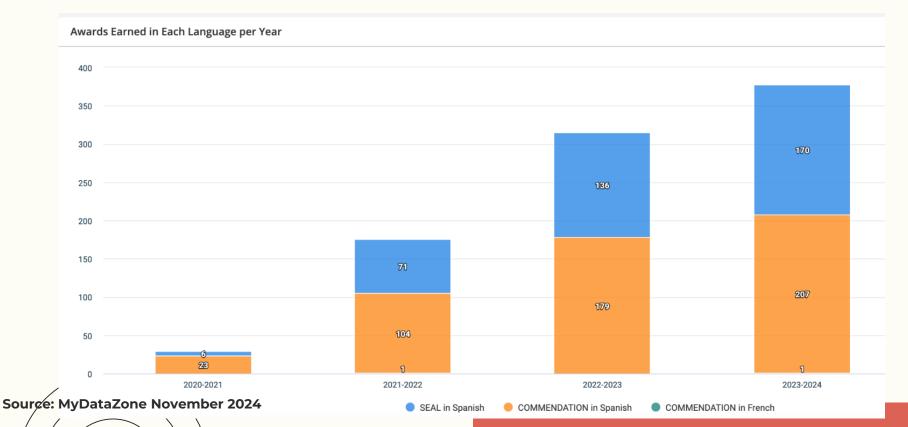








Seal of Biliteracy



Post-Secondary Success Department

Michele Chapman, Director

Increase in FRAM Students in AP/IB/DC Courses















White

32% 3-year increase

6% 3-year increase

7% 3-year increase

12% 3-year increase

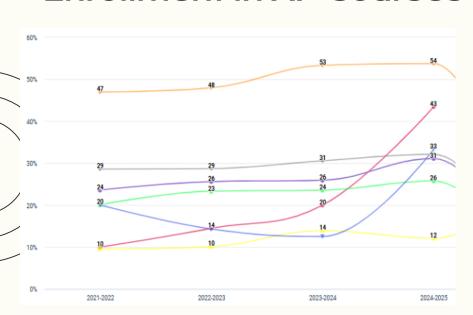
49% 3-year increase

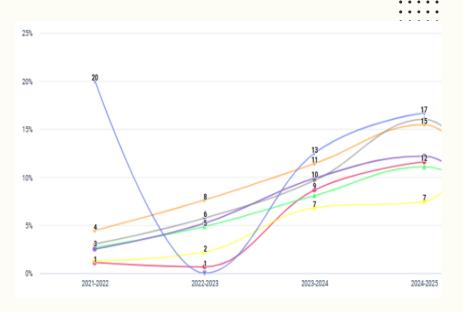
6% 3-year increase

12% 3-year increase

Enrollment in AP Courses

Enrollment in Dual Credit





American Indian

AP +33%

DC +11% 3-year increase AP + 7%DC +11% 3-year increase

Asian Black Hispanic

AP +2% DC +6% 3-year increase AP +6%

DC +8% 3-year increase AP +13% DC -3% 3-year change

Native

Hawaiian

Two or More Races

AP + 7%DC +9% 3-year

increase

AP + 4%DC +13% 3-year increase

White

Specialized Student Services

Amanda Leatherby, Director

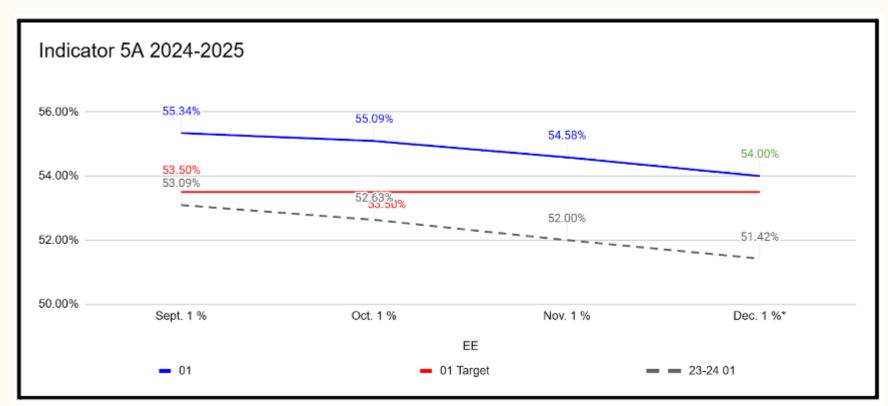
Least Restrictive Environment

- State Performance Plan Indicator 5a: Educational Environments
- Measures students who are inside the general education classroom for 80% or more of the school day.
- State Target Data: 2024-2025 School Year: 53.50%
 - 2023-2024 School Year: 53.30%
- U-46 Data 2024-2025 School Year: 54.58% (as of Nov 1st)
 - 2023-2024 School Year: 52.00% (as of November 1st)

U-46 is on track to stay above the State target!

- December 1, 2024, is the date that determines compliance.
 - U-46 is projected to be 54.00% meeting the target
 - 2023-2024 School Year: 51.44% on December 1st

Least Restrictive Environment



06

Historically Black Colleges and Universities (HBCU) and Hispanic Serving Institutions (HSI) Tours

College Tours



An HBCU, or Historically Black Colleges and Universities, is an institution of higher education established over 180 years with the primary mission of serving the African American community.



An HSI, or Hispanic-Serving Institution, is a federally designated college or university where at least 25% of the undergraduate full-time student enrollment identifies as Hispanic students.

