



The Intersection of OEE, Equity 101 and the Equity Implementation Process

Advisory Committee on Instruction
December 4, 2019

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Sylvia O'Neal, Teacher Specialist
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Office of Equity & Excellence

Agenda



1. Office of Equity and Excellence
2. Equity Implementation Process

The **Office of Equity and Excellence** is dedicated to helping students discover and utilize resources that will help them towards their personal goals. This office works to create equitable, hospitable, safe and inclusiveness environments for students, families, and staff.

Office of Equity and Excellence
(formerly Office of Minority Achievement)



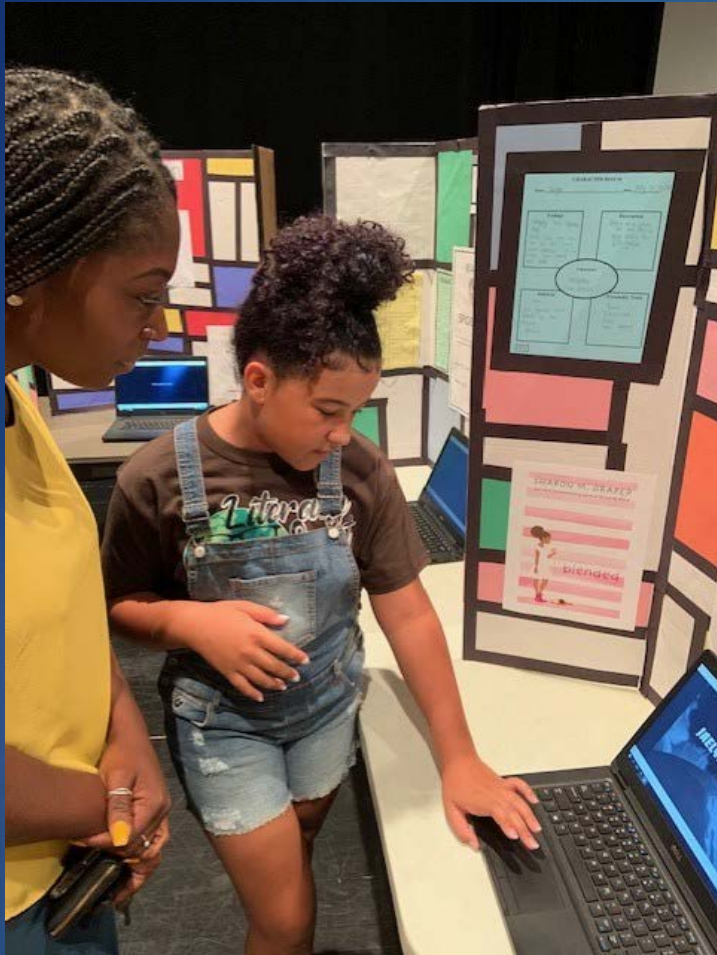
Mission: OEE advances high expectations, facilitates equitable access, and remedies opportunity gaps for Black and Latinx students, as well as those from other historically marginalized communities.



Vision: To be an inclusive community that empowers all students to foster their dreams, explore their possibilities, and create their futures (APS, 2018)



2018-24 Strategic Plan	Goals of OEE
<p>Student Success: Multiple Pathways to Student Success</p>	<ul style="list-style-type: none"> ● Encourage rigorous course selection ● Advance high and clear expectations for students and staff ● Remedy opportunity gaps ● Facilitate equitable access to educational opportunities for students and families
<p>Student Well-Being: Healthy, Safe, and Supported Students</p>	<p>Create an environment to support social-emotional development, resilience, self-advocacy, leadership, identity, culture and perseverance</p>
<p>Partnerships: Strong, Mutually Supportive Partnerships</p>	<p>Leveraging community partnerships that are aligned with our mission</p>



<https://www.youtube.com/watch?v=t23JjqZgDmM&app=desktop>

Equity and Excellence Coordinators & Teacher Specialist

- Implement professional learning related to executing equitable and culturally responsive teaching strategies
- Partner with our Family and Community Engagement team to support family learning opportunities
- Develop community partnerships that will enrich staff, parents, students, and community organizations in which all programs and activities are designed to help stakeholders build their capacity through an equitable lens.
- Design and implement ongoing initiatives that support student success by focusing on academic development, social-emotional development, and college and career preparedness.

Success

Student Success

More students of color and abilities applying to Arlington Tech

Middle and elementary school students exploring college

Student leaders attend MSAN Student conference, develop an action plan for APS

Summer Literacy Academy

6 POSSE and 3 Questbridge Scholars

Student Well-Being

College-Bound Group at middle school

Cohort and affinity groups

Professional learning focused on Grading for Equity and Seeking Educational Equity & Diversity, Restorative Practices

Culturally Responsive Teaching Cohort @ Jefferson

Middle School Leadership Conferences

Equity strand incorporated in instructional staff meetings

Partnerships

Elementary financial literacy education and partnership with ACFCU

NC100BW mentoring program for middle school girls

Early Identification Program at GMU

Edu-Futuro Emerging Leaders Program

Arlington Chapter of the Links, INC Robotics Team

Tutoring and College Prep with AHC Properties

Challenging Racism-Community Diversity Training

College and Career Preparedness

16 College and University Visits

2 College Fairs

Early Identification Program at GMU

SAT Preparation

College application, FAFSA and scholarship support

Interview coaching

Course selection

College seminars and Profile of a Graduate workshop for families



Family Engagement

APS Alliance for Black Children (formally the APS Black Parent Alliance)
ADELATE! Moving Forward! A Guide to Empower
Strengthening Families Program with DHS
Creation of *Using the Telenovela as a Tool to Navigate Special Needs*
Superintendent's College and Career Preparation Initiative (SCCPI)
Academic Parent Teacher Team (APTT)
College Planning Seminar for 10th and 11th Grade Families
The HBCU Experience: A Cultural Phenomenon
Identity and Equity collaboration with Gunston PTA
Collaboration with the Equity, Diversity and Inclusion Committee, Tuckahoe PTA



Equity Implementation Process



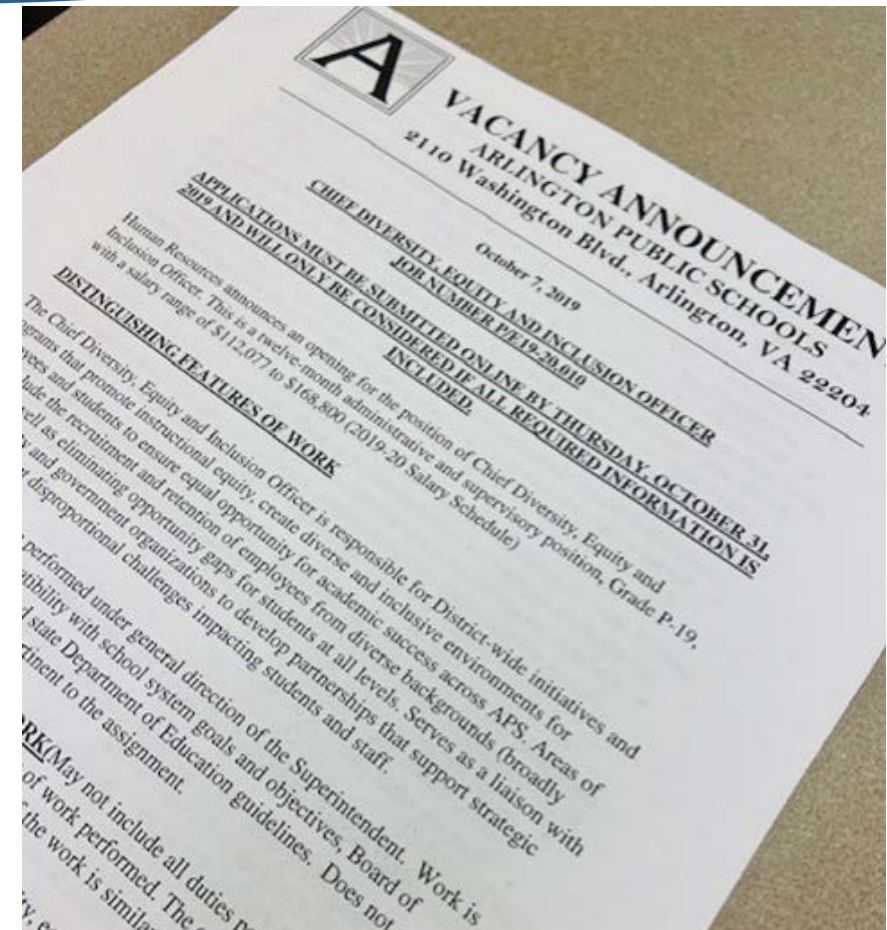
Creating and Leading Diversity

In April 2018, APS retained a consultant to examine, assess and evaluate the diversity infrastructure and perform a GAP analysis related to the following:

- ▶ Curriculum
- ▶ Professional learning
- ▶ Policies/procedure
- ▶ Community engagement

Creation of a Chief Diversity Officer:

- ▶ Institutional champion for inclusion and excellence
- ▶ Requires top-level leadership
- ▶ Senior member of Executive Leadership Team
- ▶ Link to ALL departments



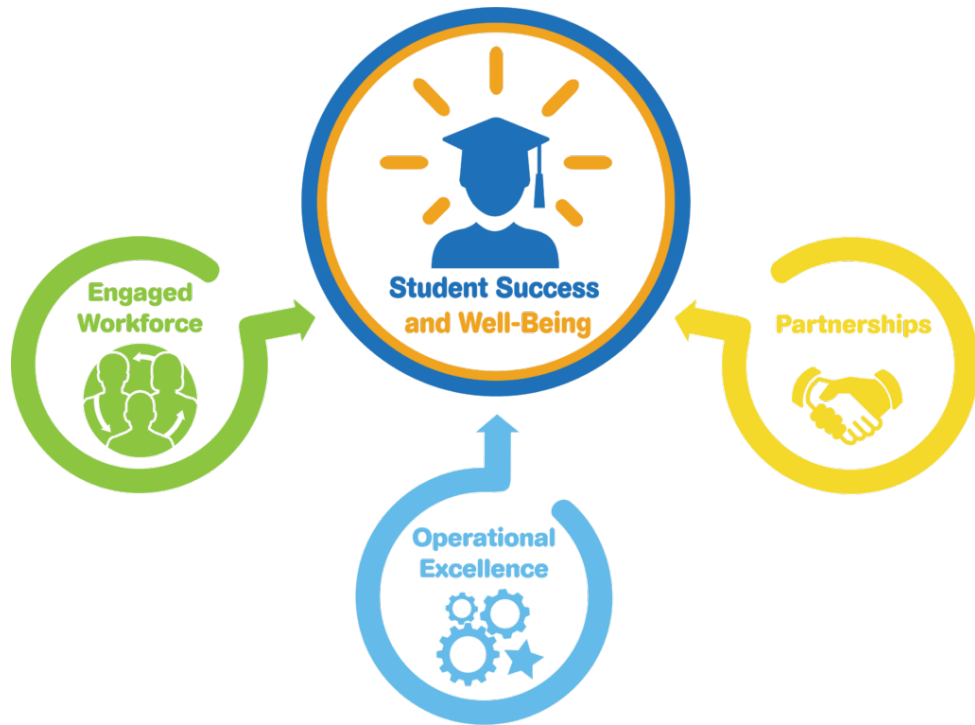
Building the Foundation for the Equity Policy

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Equity Policy Development Timeline

- September 2018-December 2018: Policy Review Team and departments created recommendation and drafted policy
- October 2018: Department of Teaching & Learning (DTL) Meeting to develop ideas and areas for consideration
- December 2018: Plan reviewed by School Board Policy Sub-Committee
- January 2019: Alignment of Equity policy with APS policies
- February 2019: Initial review of draft policy by School Board Policy Subcommittee and presented at School Board Work Session
- March/April 2019: Initial review of policy with advisory groups, Executive Leadership Team, and Principals.
- March 2019: Equity Policy Focus Group
- April 2019: Equity & Excellence Coordinators development work session
- May 2019: Second review with School Board Policy Subcommittee
- May 2019: DTL Team reconvenes with stakeholders to discuss feedback received by School Board and internal and external stakeholder groups
- July 2019: New draft of policy shared with School Board Policy Subcommittee for final review prior to internal and external stakeholder review process
- September 2019: Draft Equity policy shared with Policy Review Team and Executive Leadership Team for review.
- September-October 2019 – Draft Equity policy being shared with internal and external stakeholder groups.

Strategic Plan Connection



In the APS 2018-24 Strategic Plan, equity and the elimination of opportunity gaps was included as one of the core values.

Equity: Eliminate opportunity gaps and achieve excellence by providing access to schools, resources, and learning opportunities according to each student's unique needs.

Equity should be included in your strategic plan to reassure people that it is a focus of your school division.

Equity in Arlington County Schools, Government, and Community



- ▶ Arlington County Racial Equity Cohort, led by Government Alliance on Race and Equity (GARE)
- ▶ Community Progress Network
- ▶ Digital Inclusion Network
- ▶ Virginia Humanities,
- ▶ DMV Diversity and Inclusion Institute
- ▶ Challenging Racism

A wooden suspension bridge with a railing, stretching into the distance over a dense forest. The bridge is made of weathered wood and has a simple railing. The background is filled with green trees, and the lighting is soft, suggesting a late afternoon or early morning setting. The bridge's structure is a series of vertical posts connected by horizontal beams, with the deck made of wooden planks.

You can't be neutral
on a moving train.

Howard Zinn

“ quote fancy

Questions?





Contact Information

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Recommendations from the Superintendent's Advisory Committee on Equity and Excellence

2018-2019

SACEE

Academic Achievement

Professional Development & Training

Hiring and Retention

Resource and Teacher Allocation

Equity as an Office, Department and Metric

Literacy Promotion Efforts Across Grades K-12

Recommendations