

Equity Update

Allison Smith, Supervisor of Equity and Excellence

Washington County Board of Education Meeting

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WCPS | Washington County
Public Schools

Foundation

- April 2020 the WCPS Board of Education adopted Policy ACA –
"Educational Equity," *To achieve educational equity, the Board of Education will examine all policies, procedures, and practices to identify any barriers or obstacles to the academic success and emotional well-being of each student or group of students. Educational equity also requires creating a climate that supports every student's success, building a more equitable academic program, striving to recruit and retain effective and diverse educators and staff, and improving learning experiences for every child by providing tailored and differentiated professional development with an equity focus for all teachers and staff.*

“Equality is everyone having a pair of shoes. Equity is providing everyone a pair of shoes that fit.”

-Enid Lee



Equality VS Equity

Equality



Equity



Performance



Style



Size



Comfort



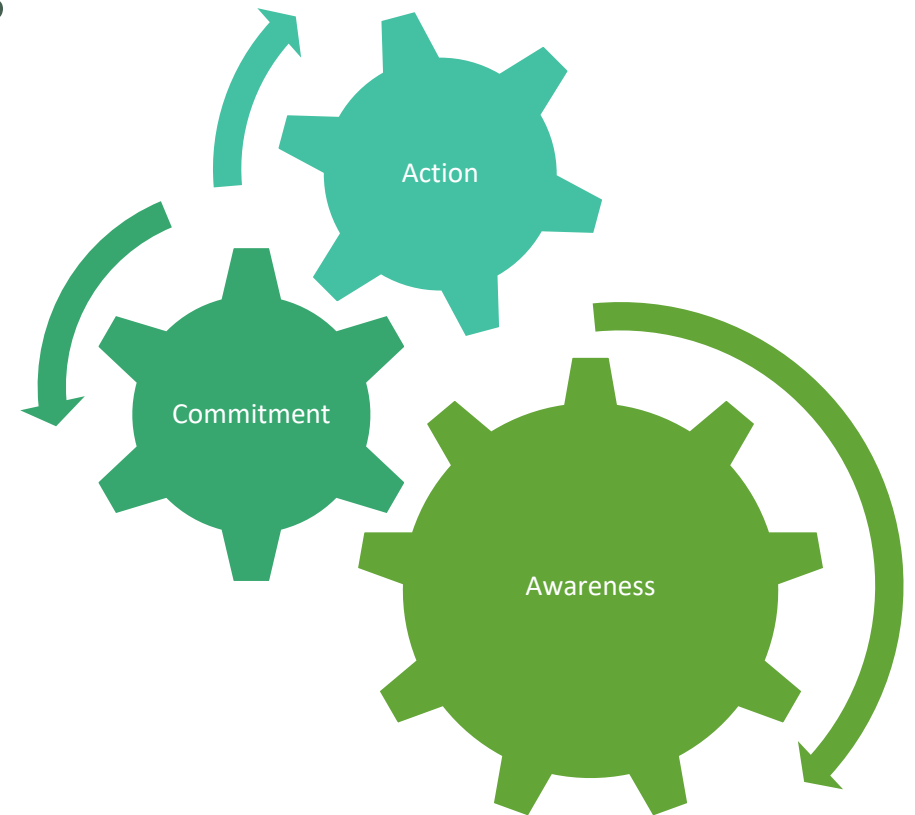
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Primary Goal of the WCPS Equity and Excellence Initiative

- Promote student achievement and equity through culturally responsive classroom practices, rigorous, unbiased curricula, and providing human and capital resources that best meet the needs of a diverse student population.

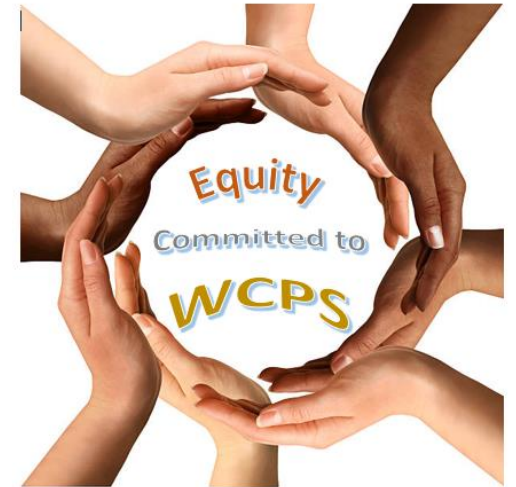
Phases of Professional Learning

- Awareness
- Commitment
- Action



Continuing the Work

- Support the use of an equity lens for WCPS policies
- Focus on equity related opportunity and performance gaps
- Develop and provide training



Action Goals

- "The knowledge and skills to educate all children already exist. There are no pedagogical barriers to teaching and learning when willing people are prepared and made available to children."

-Asa G. Hilliard, The Maroon Within Us



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Action Goals

- **Goal #1 (2019-2020):** Increase the awareness of senior and central office leadership regarding matters of culture, ethnicity, and race including biases related to these topics.
 - Senior leadership resumed professional learning in March 2021
 - Division of Curriculum began professional learning in December 2020
- **Goal #1 (2020-2021):** Provide capacity building opportunities around cultural proficiency for WCPS school-based administrators and teacher leaders.
 - Principals monthly professional learning
 - Reviewing implications for school improvement planning

Action Goals

- **Goal #2 (2019-2020):** Develop a professional learning plan to build the capacity of WCPS staff regarding equity.
 - New teachers – August 2021
 - Division of Curriculum – Late fall 2020
 - School-based teacher leaders – March 2021
 - School-based teaching staff
 - Optional professional learning opportunities 2020-2021
 - School-based staff training led by teacher leaders with support from the supervisor of equity and excellence

Action Goals

- **Goal #2 (2020-2021):** ...establish rigorous and measurable achievement targets for all student groups. Progress monitoring towards attainment of these targets will occur as part of administrative and instructional leadership.
 - Use of equity lens throughout WCPS Strategic Action Plan
 - Disproportionality work group focused on reducing disproportionate representation of student groups in special education and adverse discipline consequences

Action Goals

- “The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little.”



–Franklin D. Roosevelt American President (1882-1945), second inaugural address, 1937

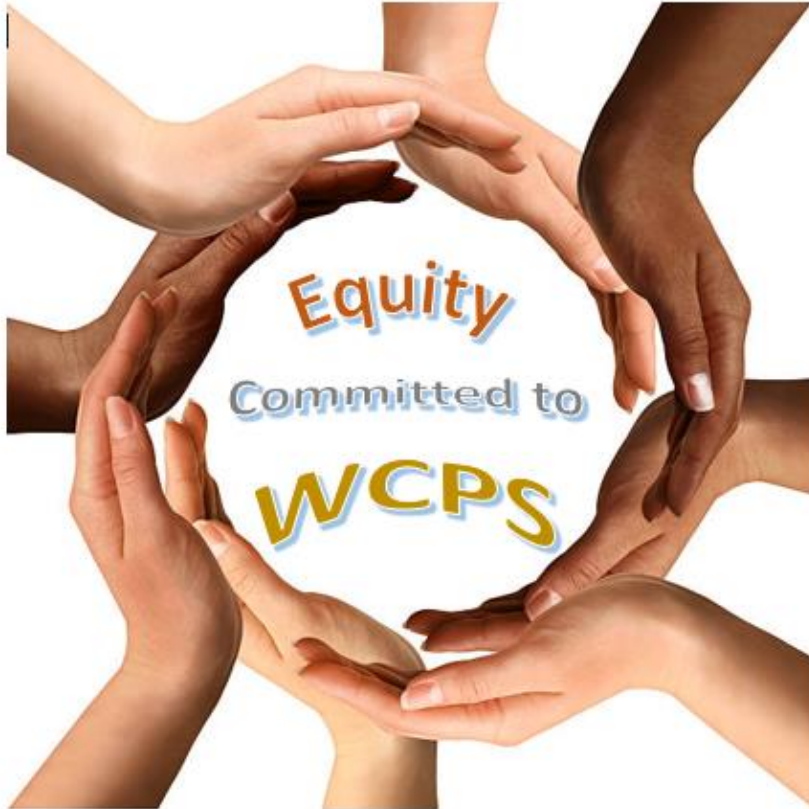
Action Goals

- **Goal #3:** Continue establishing relationships with community, Maryland school districts, and organizations connected to the work of equity and excellence.
 - Community stakeholder groups (On Track, ENVY)
 - Maryland school districts
 - Maryland State Department of Education

Action Goals

- **Goal #4:** ...strengthen our ability to recruit and retain a diverse workforce.
 - Collaborate with human resources regarding recruitment efforts
 - Begin review of applicant screening and interview process

We Are All Connected



Viewing through an equity lens

For any policy, program, practice, decision or action, consider the following questions:

- 🔍 Who is affected by this policy, program, practice, or decision? What are the potential impacts on these groups?
- 🔍 How does this policy, program, practice, decision-making process, or decision increase access, equity, and inclusion? How does it worsen any existing disparities or produce other unintended consequences?
- 🔍 How have you intentionally involved stakeholders who are also members of the communities impacted by this policy, program, practice, decision or action? How has their input informed your answers to # 1 and #2?
- 🔍 What are the barriers to more equitable outcomes around this policy, program, practice, decision making-process or action?
- 🔍 How will you (a) mitigate the negative impacts and (b) address the previously identified barriers?