Equity & Inclusion Subcommittee Board of Education Retreat

July 28, 2021

Striving for equity of opportunity based upon learning need.

Review of 2021 progress

- Summer 2020- Established committee and objectives
- <u>Objectives developed but did not established a clearly defined "problem" to solve</u>
- Selected subcommittee membership (Fall 21') & kicked-off committee in January 2021
- Activity from January to June 2021
  - Developed charter
  - Divided into action teams
  - Began to calibrate vocabulary
  - Began examining how to address each BOE objective
  - Action teams on stand-by for the summer awaiting further direction from this BOE retreat

Recent Steps: Prior to BOE Retreat

- Dr. Barile and Kemen Holley: Examining E&I process and tools of other districts and states
- Met with Core Team on July 7th (Mrs. Foster, Mrs. Laden, Dr. Barile, Dr. Ruby, Mr. Renda, Mrs. Holley, and Board Chair Fernandes joined the meeting)
- **<u>Purpose:</u>**
  - Status update from the E & I subcommittee **(slide 2)**
  - Review proposed E & I subcommittee process for the 21-22 year
  - Revisit the vision, goals, and objectives to ensure unity of purpose

E & I Subcommittee Process 2021-2022

Proposed Timeline (1-hour long/monthly meetings)

September 2021- Refocusing meeting
- *Clarify objectives*
- *Quickly review charter and attendance expectations*
- *Allow for membership reconsideration*
- *Calibrate for optimal meeting times (monthly)*

October 2021-December 2021 Coordination meetings
- *Divide into focus area subgroups by interest with focus on equal representation(focus areas TBD by the BOE & Core Team)*
- *Allow for subgroups to coordinate their meeting times from Oct.-Dec. 2021*
- *Decide on data collection tools for each subgroup*
- *Create secure Google Drive with folders for each subgroup to house qualitative and quantitative data*
- *Mini-lessons on data collection and analysis (invite A.H.)*
- *Presentation templates*

E & I Subcommittee Process 2021-2022

Proposed Timeline (1-hour long/monthly meetings)

January 2022- March 2022 <u>**Organization and Presentation of Findings to Subcommittee**</u>
- *Subgroups present findings to subcommittee on Google Slides*
- *Subgroups receive feedback from subcommittee*
- *Allow time for subgroups to make edits, collect more data, etc.*
- *Representative members for each subgroup chosen to present at BOE*
- *Incorporate agreed upon recommendations/next steps to BOE*

March-April 2022 <u>**BOE Meeting Presentation**</u>
- *Representative members present findings and recommendations to BOE on areas of focus*
- *Members receive immediate feedback from BOE members*
- *BOE members provided with time to review subcommittee objectives and charge*

E & I Subcommittee Process 2021-2022

Proposed Timeline (1-hour long/monthly meetings)

May 2021- June 2021 **Development of Year 2 action plan**
- *Incorporation of BOE feedback*
- *Possible Year 2 activities in action plan-*
  - *Plan for Student and Parent Equity Focus Groups and In-depth interviews*
  - *Plan for Staff Focus Groups*
  - *Curriculum review*
  - *District policy review*
  - *Identify equity PD needs for students, staff, and parents*

Proposed Focus Areas for Year 1

Teacher quality
- Edsight/ HR data
  - Teacher Education (Certification/Degrees)
  - Teacher Experience (# of years as a teacher)
  - Teacher Mobility
  - Teacher Demographics
  - Teachers w/o certification or teaching outside area of expertise

Programmatic Equity
- Edsight/ PowerSchool/Program of Studies/School Websites
  - Special Education (no overrepresentation of historically disenfranchised student groups)
  - Gifted and Talented/Honors or AP (no underrepresentation of historically disenfranchised student groups))
  - Discipline (no overrepresentation of historically disenfranchised student groups)
  - Course offerings

Proposed Focus Areas for Year 1

Achievement Equity
- Edsight/ College Board
  - State Achievement Tests
  - Drop-out/Graduation Rates
  - High School Tracks/Curricula (i.e., % of students enrolled in academic, honors, & A.P.)
  - College Admission Testing (i.e., scores on SAT, ACT, AP)

*Data disaggregated according to student group (race/ethnicity, gender, EL, SPED, Free or Reduced Lunch)

Stakeholder Equity
- Review of historical and existing feedback sources
  - Panorama Staff Survey
  - Panorama Parent Survey
  - Possible new survey: https://www.panoramaed.com/equity-inclusion-survey

BOE Discussion of Vision, Goals, and Objectives of E & I Subcommittee

1. Can the BOE define the "problem"?
2. [Revisit charge and objectives (simplify and reprioritize)](#)
3. Suggested approach and tools: https://usm.maine.edu/sites/default/files/eems/SAD%2075%20Topsham%20Equity%20Audit_0.pdf
4. Identify key areas focus (i.e., programmatic equity, disciplinary equity, achievement equity, teacher equity, etc.)
5. Re-examine membership of subcommittee
6. Possible end product 21-22: https://f.hubspotusercontent00.net/hubfs/3409306/Research%20Brief%20-%20Conducting%20an%20Equity%20Audit.pdf (Hanover Research, 2020)

Discussion & Feedback from the BOE