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
- Objectives developed but did not establish a clearly defined “problem” to solve
- 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)

**Purpose:**
- 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 **Organization and Presentation of Findings to Subcommittee**
- **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 **BOE Meeting Presentation**
- **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
Discussion & Feedback from the BOE