



District Equity Focus: Part II

Lawrence Public Schools Equity Journey

October 24, 2016



2015-2016 District Goals:



- ▶ Empower School Equity Teams as THE driving force for equity work in each school.
- ▶ Engage communities of color through Partnerships for Academically Successful Students (PASS) to raise the achievement of underserved and underachieving students.
- ▶ Continue the district's Equity work in collaboration with Pacific Education Group (PEG) and require the Beyond Diversity two-day workshop of all employees to be followed by a building debrief within two weeks.
- ▶ Continue to develop ESDC Equity Teams and expand employee participation in Beyond Diversity workshops and Equity Teams.



District Equity Leadership Team

➤ 2005-2007:

- Discussions of racial achievement disparities
- Book study of Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools by Glenn Singleton and Curtis Linton

➤ 2008-2009:

- Team attends National Summit for Courageous Conversations

➤ 2009-2010:

- First Beyond Diversity seminar
- LHS “Can We Talk?” student program

➤ 2010-2011

- **District Equity Leadership Team (DELT)**
- Half of School Equity Teams (E-Teams)



Tools & Protocols

➤ 2011-2012:

- E-Team training
- Student Equity leadership programs in all secondary schools
- National Summit Leadership Award received

➤ 2012-2013:

- E-Teams in all schools
- Personalized learning in blended environments
- AVID program

➤ 2013-2014:

- Teacher on Special Assignment for Equity position
- Staff of Color (STOC) support group
- Plan to recruit, develop, and retain staff of color



Martin Luther King Celebration

➤ 2014-2015:

- **Annual MLK Celebration enhanced**
- DELT Partnership with KU's Multicultural Center
- Boys & Girls Club Beyond Diversity training

➤ 2015-2016:

- LGBTQ+ Task Force
- DELT discusses parent engagement: Partnerships for Academically Successful Students (PASS)
- Culturally relevant rubric for curriculum review process
- Policy Committee discussion of microaggressions and symbols

➤ 2016-2017:

- Culturally relevant teaching partnership with AVID
- Continue to expand engagement of families and communities of color





A few results:

- **More than 1,500** school board members, administrators, certified and classified staff, and community members have participated in Beyond Diversity seminars since 2009
- Graduation rates show **narrowing of racial achievement gaps** and improvement for all students
- **More students of color enrolled** in Advanced Placement classes
- District **creates and embeds culturally relevant rubric** into curriculum review process



A Building Perspective