



Office of Equity Affairs
Initiatives and Updates
Dr. Will Chavis



Context and Desired Outcomes

- Provide an overview as to the intersection of the Strategic Plan, Equity Policy (1150) and Office of Equity Affairs Work Streams
- Receive updates of the Diversity, Equity and Inclusion Assessment and next steps
- Hear the voices of WCPSS students who are leading equity work within their school



WCPSS STRATEGIC PLAN FRAMEWORK (FINAL)

Approved in Oct 2022

Vision: All Wake County Public School System students will be prepared to reach their full potential and lead productive lives in a complex and changing world.

Mission: Wake County Public School System will provide a relevant and engaging education and will graduate students who are collaborative, creative, effective communicators and critical thinkers.

Core Beliefs

- Meaningful learning every day
- Eliminate gaps
- Well-supported staff
- Improvement and innovation
- Diverse school community
- Partnership
- Learning environments

STRATEGIC PRIORITIES



ESSENTIAL PILLARS

Equity Policy (1150)

EQUITY

Policy Code: 1150

The Wake County Board of Education affirms the dignity and worth of all students, and strives to create a safe, orderly, caring, and inviting school environment to facilitate student learning and achievement. To that end, the Board prohibits discrimination as described in our policies on [Prohibition Against Discrimination, Harassment, and Bullying](#) and [Nondiscrimination on the Basis of Disabilities](#).

The Board believes in and commits to all students having a fair, just, and equitable education that prepares them to reach their full potential and lead productive lives in a complex and changing world.

A. Definition of Equity

Equity is an outcome and an action. Equity as an outcome is the elimination of predictability and disproportionality of outcomes based on student characteristics including but not limited to race, ethnicity, socioeconomic status, language of origin, disability, sex, gender identity, and sexual orientation. Equity as an action is equipping every student with – and removing barriers to – access to opportunity, support, resources, and an inclusive environment in which they can learn, grow, succeed, and reach their unbounded potential.

B. Equity Lens

The Board acknowledges that disparities exist within our school district, and that there is a predictive association between race, ethnicity, and socioeconomic status and student outcomes. These patterns are not unique to the Wake County Public School system and are evident across the country.

The Board believes equity benefits all students. We hold ourselves accountable to practices that will interrupt the predictive association between race, ethnicity, and socioeconomic status and student outcomes.

Progress toward equity is made by applying an equity lens to view and analyze our service to students and their families. The Board expects this equity lens to be applied to all policies, programs, practices, and decisions by asking¹ and taking necessary actions to address:

1. How will this decision impact students or families disparately?
2. What current disparities exist for these groups? How does the knowledge of any disparity shape teaching and learning for impacted students and their opportunity for success?
3. What specific strategies are being used to mitigate opportunity gaps?
4. How are the voices and experiences of marginalized groups informing this work?
5. How does this work align with and advance our Core Beliefs and district equity goals?

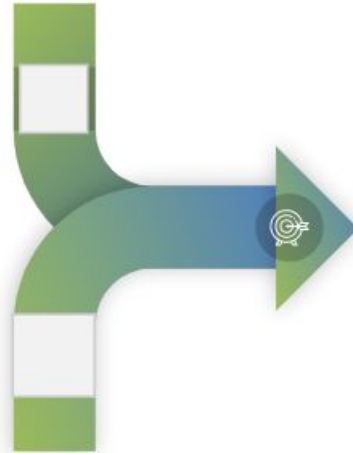
Progress towards equity also requires an application of an equity lens to individual practice. The Board believes all employees must apply an equity lens to examine and reflect on individual

Strategic Plan

Provides strategic direction to facilitate alignment of processes to the goals for students, staff, and the system.

Policy 1150, Equity

Directs ACTIONS to align the operation of the system towards equity.



Student Outcomes

Facilitate equity of excellence for all groups by reducing disproportionality and predictability based on student characteristics.

Essential Partner Feedback

Feedback was obtained from the following essential partners:

- **Superintendent's Lead Team** - September 26, October 24
- **WCDPAP Equity Committee** - September 6, October 7
- **Community Equity Leadership Team** - October 12
- **Wake PTA - DEI Committee** - October 12
- **Superintendent's Teacher Advisory Committee** - October 13
- **Wake PTA Leaders** - October 13, 14
- **Sanderson Student Equity Team** - October 18
- **New Principal Academy** - October 19
- **Superintendent's Student Leadership Council** - November 7

Equity Policy Components

Introduction - Includes system's commitment to anti-discrimination.

A. Definition of Equity - defines equity for WCPSS.

B. Equity Lens - acknowledges predictive associations to achievement and reflection for addressing inequity at the system and individual level.

C. Commitment to Equity - highlights WCPSS' commitment to creating more equitable schools and the application of the equity lens in an effort to achieve success for all students.

Unpacking and Socializing the Equity Policy

Principals

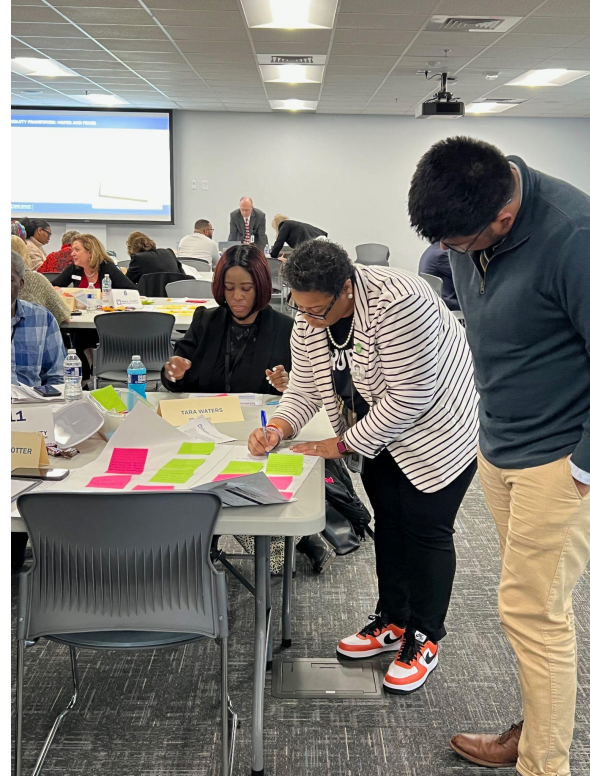
Assistant Principals

School-Based Staff

District Departments

Families and Communities

Student Groups



Principals and Assistant Principals Professional Learning

Unpacking Policy 1150

Title IX/Policy 1710 and 1720

Culturally Responsive
Framework

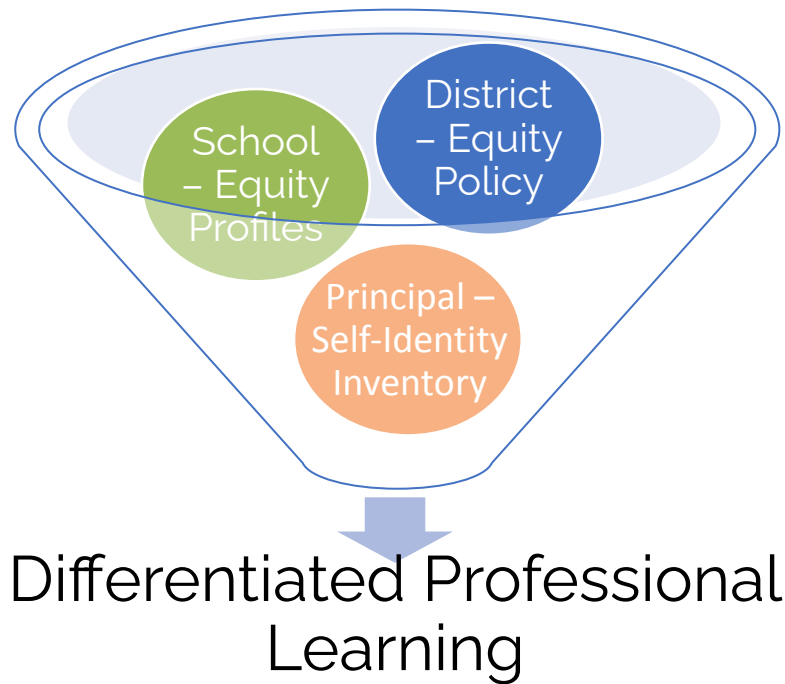
DEI Assessment

Equity Foundations

Adaptive Leadership

Identity and Intersections

Community Engagement



The Office of Equity Affairs Work Streams

Coaching and
Leadership Support

Family Academy and
Engagement

Community Outreach
and Engagement

Historically
Underutilized
Business Programs

Student Engagement

Educator
Engagement

Mentoring Support

Title IX and Title VI

Our Path Forward

Operationalizing the Policy

- Strategic Plan (Long Term Goals, Essential Pillar)
- Possible R & P and Supporting Documents
- Collaboration with Departments, Schools, and Community
- Diversity, Equity and Inclusion (DEI) Assessment and Framework Development



Diversity, Equity and Inclusion (DEI) Assessment & Equity Framework Development

Dr. Meghan Doyle and Dr. Marquis Mason, RTI



WAKE COUNTY
PUBLIC SCHOOL SYSTEM

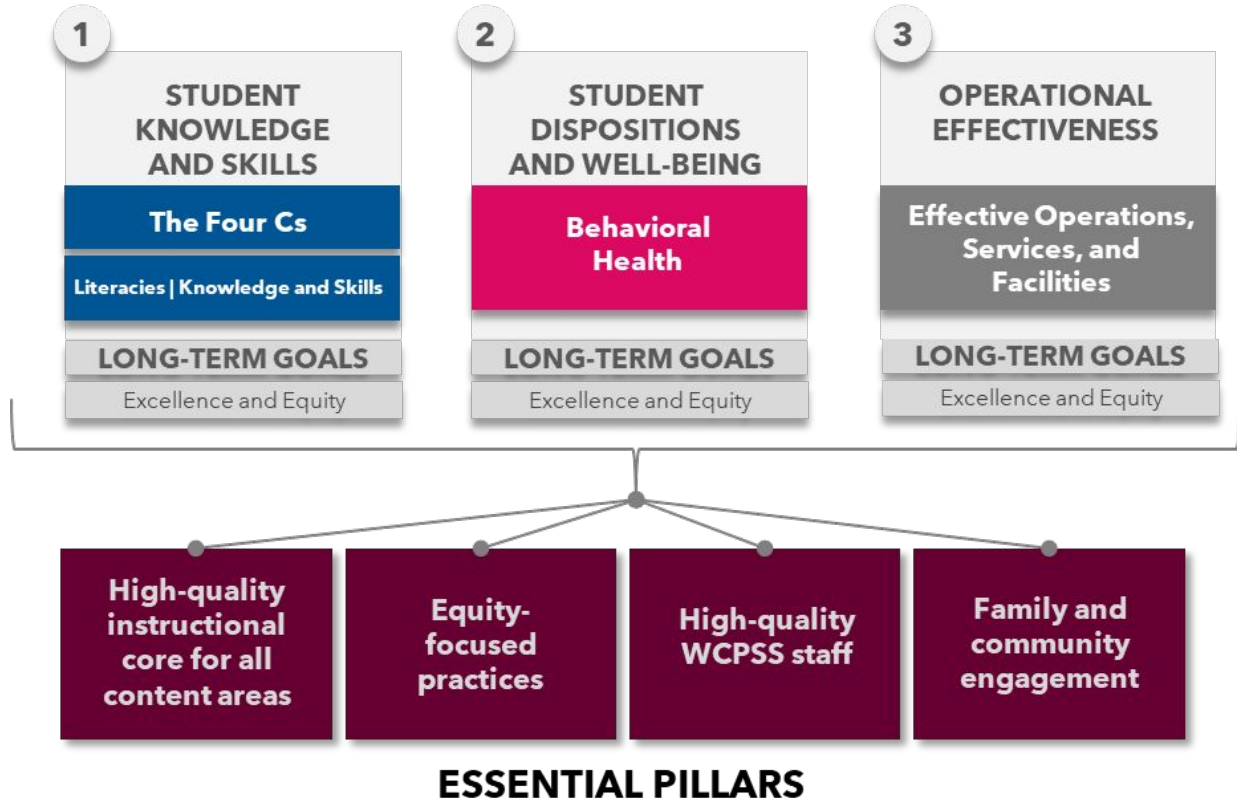
POLICY 1150: EQUITY

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STRATEGIC PLAN: THROUGH A LENS OF EQUITY

Taking **ACTION** to create better **OUTCOMES**

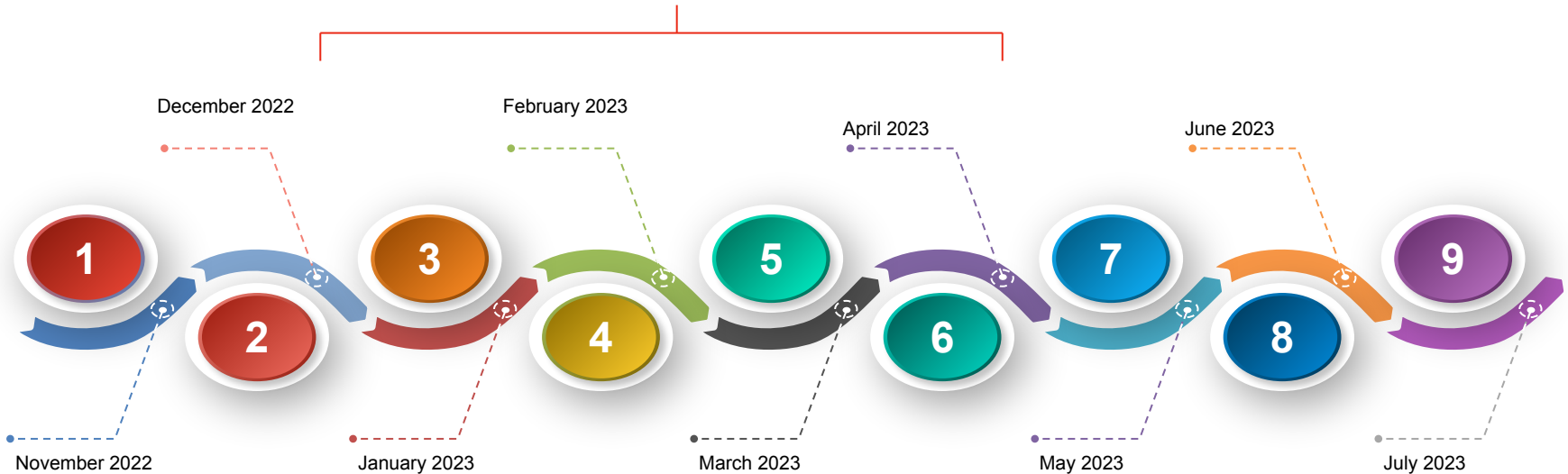
“Equipping **EVERY STUDENT** with the support, resources, and inclusive environment to learn, grow, succeed, and reach their unbounded potential.”



PROJECT TIMELINE

DEI Assessment/Equity Framework Development

DEI ASSESSMENT



PROJECT ORGANIZATION AND KICKOFF

FRAMEWORK DEVELOPMENT

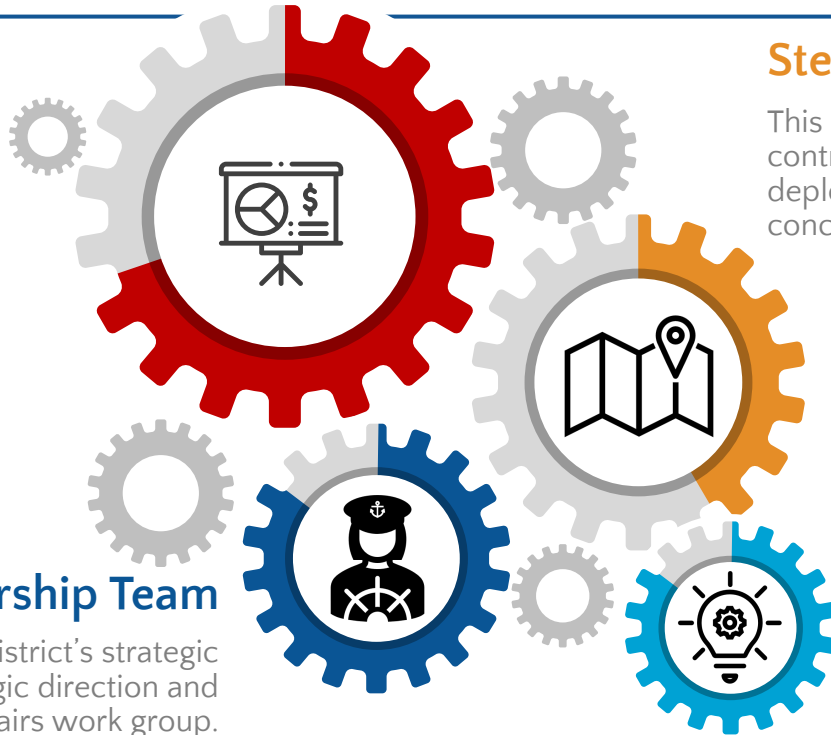
ORGANIZATION OF DISTRICT ENGAGEMENT

Kickoff Team

This group will be engaged to inform the work of the steering committee and Office of Equity Affairs.

Superintendent's Leadership Team

With oversight of the district's strategic plan, they provide strategic direction and support to the Equity Affairs work group. Updates and key decisions will be vetted through the Superintendent's Leadership Team **bi-weekly**.



Steering Committee

This group will be engaged to contribute to analysis, support and deploy messaging, and review conclusions and next steps.

Equity Affairs Work Group

This group will meet **at least bi-weekly** and will be responsible for coordination, operationalizing, and development of assessment and framework as informed by stakeholder groups.



DEI ASSESSMENT



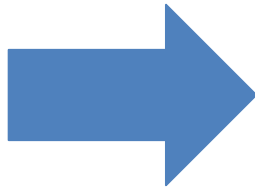
DEI ASSESSMENT

- **Formative assessment**
- **Different** from an equity audit
- **Aligned:** Board of Education Policy 1150, *Equity*
- **Quantitative** and **qualitative** data gathering and review
- Data gathered from **students, families** and **staff** in each of nine (9) attendance areas
- **Trend** identification
- **System(s) examination** for root causes contributing to **disproportionality**
- Theme identification to **support implementation of Policy 1150** and **strategic plan outcomes** to include examining existing
 - **processes,**
 - **policies,**
 - **support, and**
 - **resources**
- Inform the **development of an equity framework** to facilitate or enable
 - **Strategic plan alignment**
 - **Operationalization of equity goals and**
 - **Development of equity focused practices**

SYSTEM ASSESSMENT: EQUITY POLICY



**EQUITY
POLICY**



**STUDENTS
AND
FAMILIES**

**WORKFORCE
(STAFF AND
FACULTY)**

LEADERSHIP

**STRATEGIC
DIRECTION**

OPERATIONS

DATA AND TREND ANALYSIS

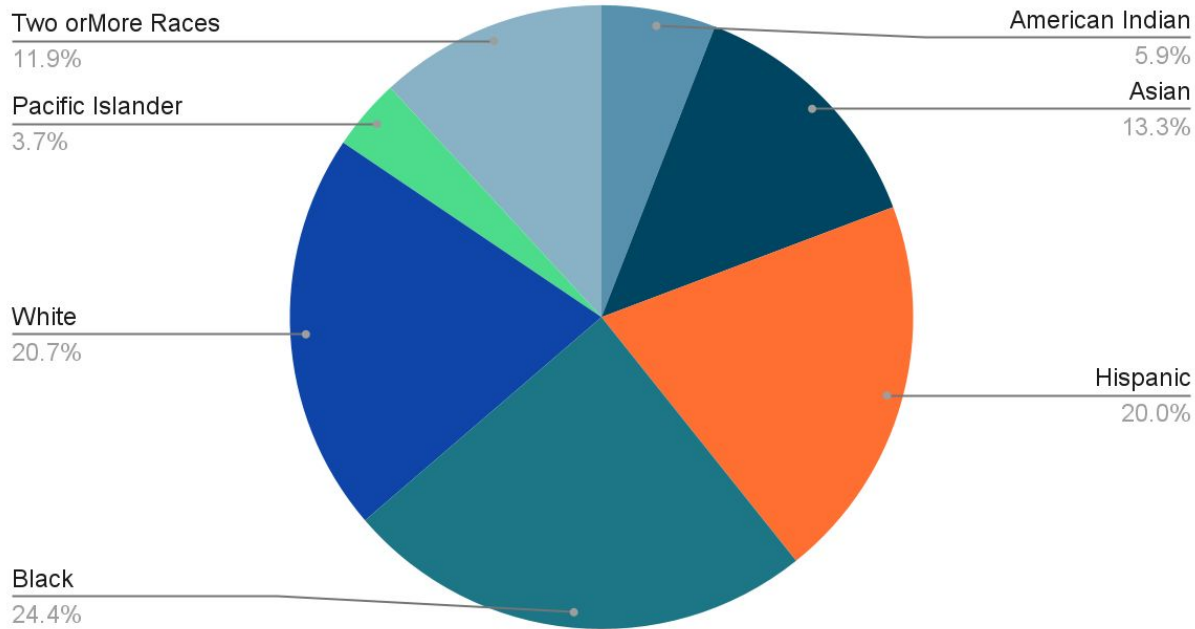
FOCUS GROUPS AND INDIVIDUAL INTERVIEWS

Students	Families	School Staff	Leadership
<ul style="list-style-type: none">● In Person● 9 Attendance Areas● 10 schools● High School Students● 129 students	<ul style="list-style-type: none">● In Person● 9 Attendance Areas● 9 schools● Elementary and Middle School families● 113 Family representatives	<ul style="list-style-type: none">● Virtual● Teachers (2 groups)● Student Support Services● Assistant Principals● Principals● Classified Staff	<ul style="list-style-type: none">● Virtual● Informed from themes emerging from focus groups

Currently, **162 of the 199** schools have been invited to participate via at least one representative in the process of the DEI assessment.

FOCUS GROUP PROCESS: ELEVATING GROUPS IDENTIFIED IN POLICY

Breakdown of Focus Group Participants

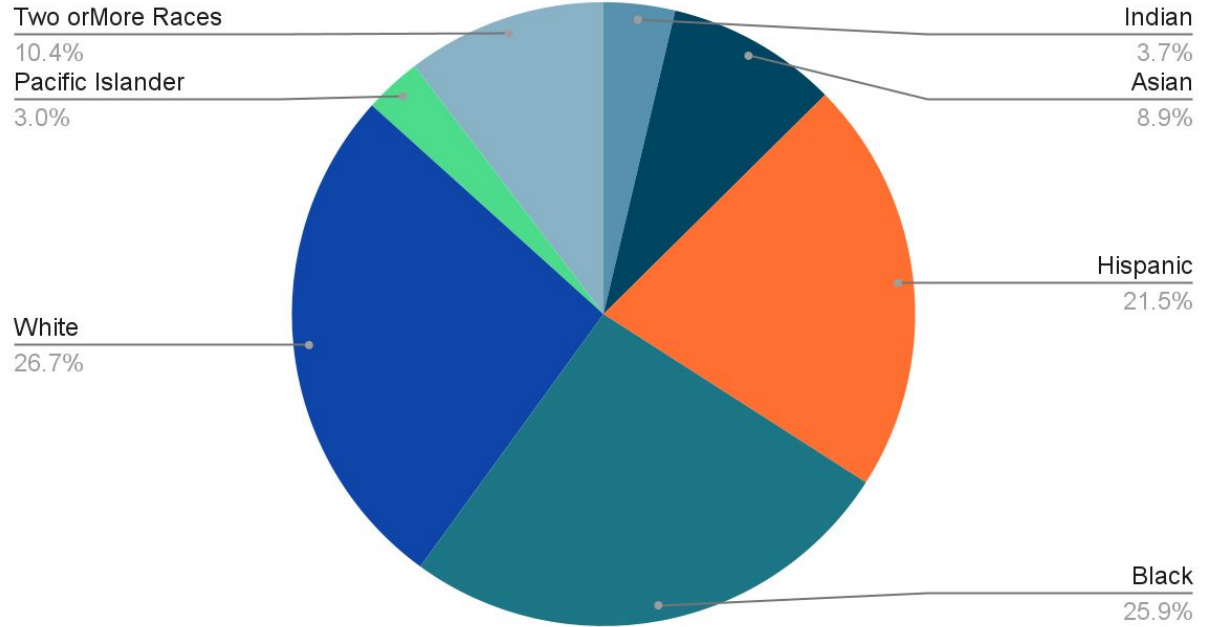


STUDENTS

FOCUS GROUP PROCESS: ELEVATING GROUPS IDENTIFIED IN POLICY

FAMILIES

Breakdown of Focus Group Participants

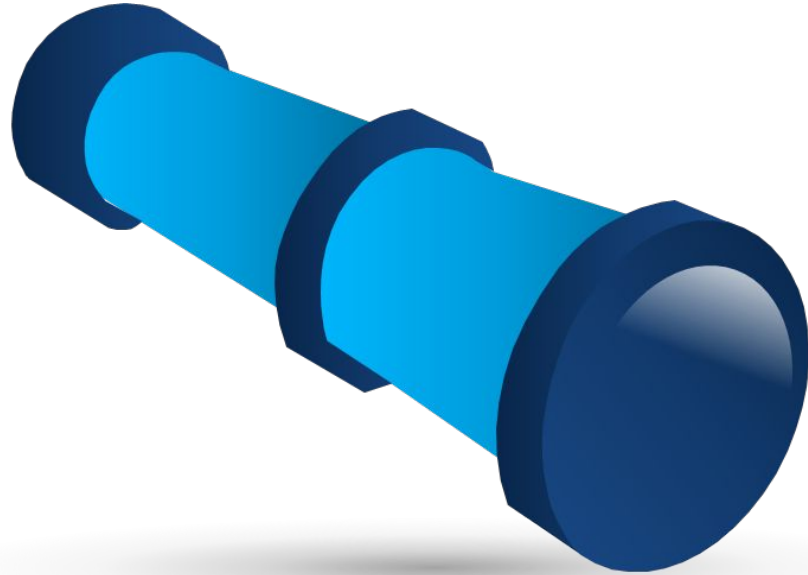




EQUITY FRAMEWORK
VISIONING TO ACTION



VISIONING PROCESS: EQUITY FRAMEWORK



VISION FOR OUR FRAMEWORK

*Synthesized from System and Community
Partner feedback*

- ✓ Equity of Excellence in Achievement for all Student Groups
- ✓ Support for Staff Implementation
- ✓ Professional Learning/Coaching
- ✓ Shared understanding, responsibility, and accountability
- ✓ Processes aligned to equity (HR, Instruction, Operations, Support)
- ✓ Priority/Sustainability
- ✓ Differentiation of resources



Student Voice and Equity

Sanderson High School Student Equity Team

Trenton Brown and Select Students



WAKE COUNTY
PUBLIC SCHOOL SYSTEM

Alignment to Policy 1150

Commitments to Equity:

- encourage effective partnerships with families, students, and communities to examine issues related to inequity in our schools. These stakeholders will serve as essential partners in planning and decision-making for their student's education and offer diverse perspectives in developing strategies to confront inequities;

- identify and address systemic deficiencies that create gaps in academic achievement by using disaggregated data to inform district decision-making and strategic planning to identify barriers to equitable opportunities and equitable outcomes for all students;

- create and nurture an inclusive and welcoming environment for students, families, and staff;



Student Programs

Some of the programs that the Office of Equity Affairs provide for student groups include:

Summer Writing Institute

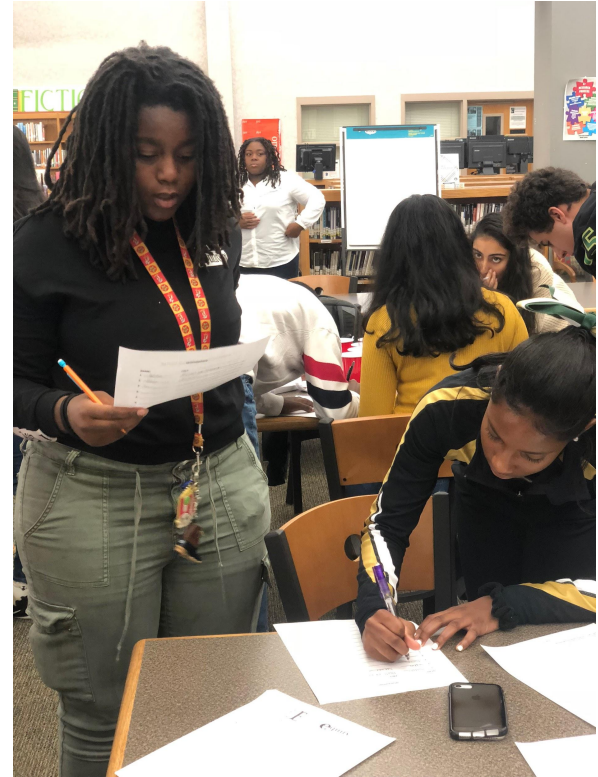
Student Panel/Feedback Sessions

Student Showcases

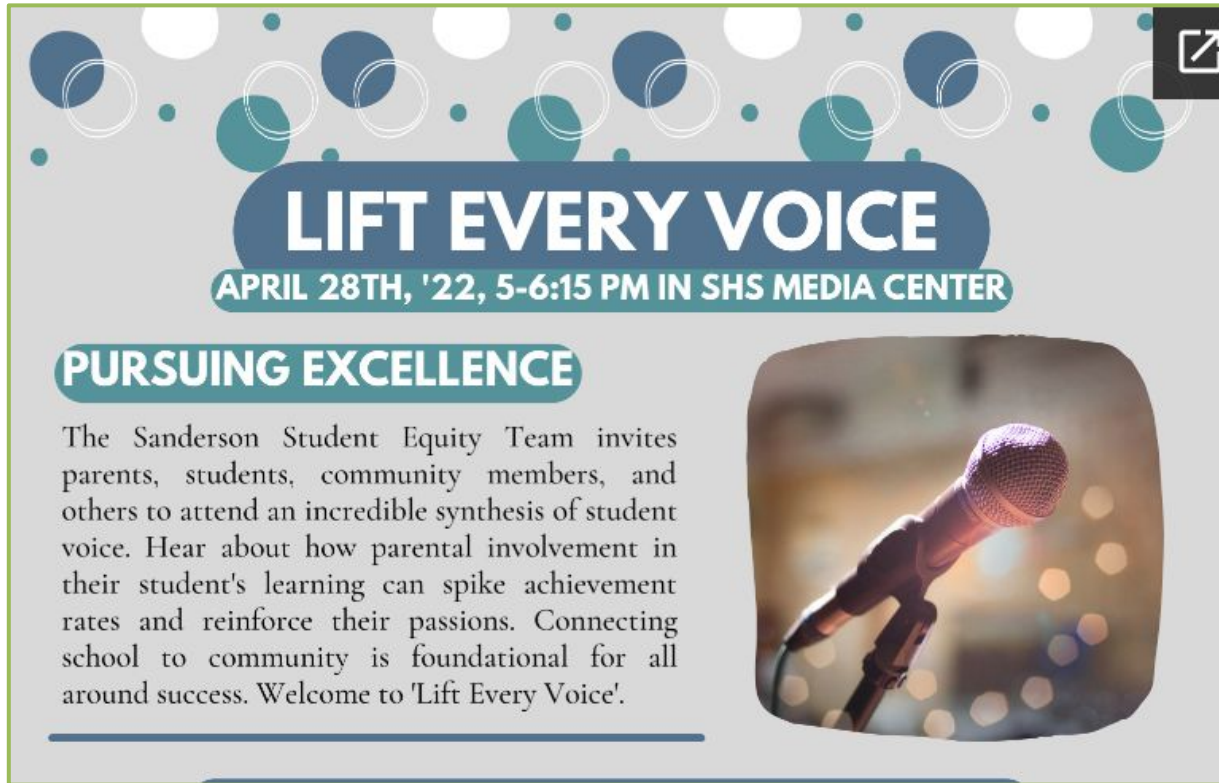
Young Women's/Men's Summit

Equity Leadership Teams

Focus and Visioning Groups




Sanderson High School Student Equity Initiatives



LIFT EVERY VOICE
APRIL 28TH, '22, 5-6:15 PM IN SHS MEDIA CENTER

PURSuing EXCELLENCE

The Sanderson Student Equity Team invites parents, students, community members, and others to attend an incredible synthesis of student voice. Hear about how parental involvement in their student's learning can spike achievement rates and reinforce their passions. Connecting school to community is foundational for all around success. Welcome to 'Lift Every Voice'!



Questions and Dialogue

