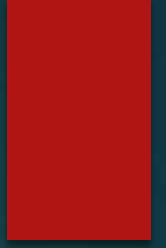


# Equity Audit 2019/2020





THE  
KANSAS  
CITY  
STAR

Equity Initiatives in  
The North Kansas  
City School District

# Equity Initiatives in NKC Schools

Inception	Superintendent	Department	Initiative
1997/1998	Tom Cummings	Student and Family Services	Diversity Council And the Native American Grant Council
2004/2005	Tom Cummings	HR	Recruitment and Retention of Diverse Staff
2009/20010	Todd White	Pupil Services	Culturally Responsive Teaching and Learning
2017/2018	Dan Clemens	All Departments	Strategic Plan Strategy 3
2019/2020	Dan Clemens	Academic Services and Special Education	Increase Early Education Opportunities

# Organizational Development and Systems Change

## First Order Change

Interventions designed to effect change within a framework.

## Second Order Change

Interventions designed to change the framework.





# Early Childhood Expansion

AGE	BEN INVESTS:		ARTHUR INVESTS:	
19	2,000	2,240	0	0
20	2,000	4,749	0	0
21	2,000	7,558	0	0
22	2,000	10,706	0	0
23	2,000	14,230	0	0
24	2,000	18,178	0	0
25	2,000	22,599	0	0
26	2,000	27,551	0	0
27	0	30,857	2,000	2,240
28	0	34,560	2,000	4,749
29	0	38,708	2,000	7,558
30	0	43,352	2,000	10,706
31	0	48,554	2,000	14,230
32	0	54,381	2,000	18,178
33	0	60,907	2,000	22,599
34	0	68,216	2,000	27,551
35	0	76,802	2,000	33,097
36	0	85,570	2,000	39,309
37	0	95,383	2,000	46,266
38	0	107,339	2,000	54,058
39	0	120,220	2,000	62,785
40	0	134,646	2,000	72,559
41	0	150,804	2,000	83,506
42	0	168,900	2,000	95,767
43	0	189,168	2,000	109,499
44	0	211,869	2,000	124,879
45	0	237,293	2,000	142,104
46	0	265,768	2,000	161,396
47	0	297,660	2,000	183,004
48	0	333,379	2,000	207,204
49	0	373,385	2,000	234,308
50	0	418,191	2,000	264,665
51	0	468,374	2,000	298,665
52	0	524,579	2,000	336,745
53	0	587,528	2,000	379,394
54	0	658,032	2,000	427,161
55	0	736,995	2,000	480,660
56	0	825,435	2,000	540,579
57	0	924,487	2,000	607,688
58	0	1,035,425	2,000	682,851
59	0	1,159,676	2,000	767,033
60	0	1,298,837	2,000	861,317
61	0	1,454,698	2,000	966,915
62	0	1,629,261	2,000	1,085,185
63	0	1,824,773	2,000	1,217,647
64	0	2,043,746	2,000	1,366,005
65	0	<b>\$2,288,996</b>	2,000	<b>\$1,532,166</b>

# Organizational Domains

- ▶ **Academic Experiences**

- ▶ Access to Advanced Courses and Career Pathways
- ▶ Access to Curriculum and Materials that Reflect the Diversity in Our Community
- ▶ Access to Instructional Practices that are Respectful of the Diversity in Our Community

# Organizational Domains

- ▶ **High Performing Culture and Climate**
  - ▶ School's and Classroom's Physical Appearance
  - ▶ Bullying, Discrimination, and Harassment Incidents
  - ▶ Cultural Norms Embedded in Disciplinary Practices that have a Disproportionate Effects

# Organizational Domains

## ▶ **Communication Systems**

- ▶ Parent/Guardian Centric – Parent/Guardian → School/District Staff
- ▶ Staff Centric – Administrator → Parent/Guardian, Teacher → Parent/Guardian
- ▶ Student Centric – Student → Staff, Student → Student



# Findings - Data

## Gifted, Honors, and AP

	Total	Disability	Asian	African American	Hispanic	American Indian	Pacific Islander	Multiracial	White	Male	Female	LunchStatus
K-6 Gifted	363	19	26	15	22	0	1	32	267	194	169	52
K-6 Gifted Percentage	3.24%	5.23%	7.16%	4.13%	6.06%	0.00%	0.28%	8.82%	73.55%	53.44%	46.56%	14.33%
K-6 Students	11220	1488	351	1631	1559	28	150	1272	6229	5814	5406	5448
K-6 Percentage		13.26%	3.13%	14.54%	13.89%	0.25%	1.34%	11.34%	55.52%	51.82%	48.18%	48.56%
7-8 MS Honors	1215	69	62	100	164	2	9	121	757	523	692	410
Honors Percentage	37.69%	5.68%	5.10%	8.23%	13.50%	0.16%	0.74%	9.96%	62.30%	43.05%	56.95%	33.74%
7-8 Students	3224	527	102	465	506	11	42	346	1749	1666	1558	1590
7-8 Percentage		16.35%	3.16%	14.42%	15.69%	0.34%	1.30%	10.73%	54.25%	51.67%	48.33%	49.32%
AP	1800	126	89	170	209	7	10	158	1157	785	1015	545
AP Percentage	28.79%	7.00%	4.94%	9.44%	11.61%	0.39%	0.56%	8.78%	64.28%	43.61%	56.39%	30.28%
IB	663	38	71	107	130	2	6	61	286	297	366	341
IB Percentage	10.60%	5.73%	10.71%	16.14%	19.61%	0.30%	0.90%	9.20%	43.14%	44.80%	55.20%	51.43%
Dual Credit	2086	192	114	223	304	4	18	188	1235	1058	1028	712
Dual Credit Percentage	33.37%	9.20%	5.47%	10.69%	14.57%	0.19%	0.86%	9.01%	59.20%	50.72%	49.28%	34.13%
Off Campus	293	48	12	26	31	1	2	20	200	140	152	73
Off Campus Percentage	4.69%	16.38%	4.10%	8.87%	10.58%	0.34%	0.68%	6.83%	68.26%	47.78%	51.88%	24.91%
9-12 Students	6252	1050	221	858	924	23	77	690	3459	3222	3030	2782
9-12 Percentage		16.79%	3.53%	13.72%	14.78%	0.37%	1.23%	11.04%	55.33%	51.54%	48.46%	44.50%

# Findings

## Discipline

	Total	Disability	Asian	Af. Am	Hispanic	Am Ind	Pac Isl	Multi	White	Male	Female	Lunch Status
K-12 ISS (# of incidents)	2230	687	20	647	324	12	38	306	883	1592	638	1172
K-12 OSS (# of incidents)	2125	714	17	563	280	6	16	232	1011	1613	512	1025
K-12 Students	22331	2644	717	3270	3254	70	302	2314	12404	11484	10847	11034
K-12 Total Percentage		11.8%	3.2%	14.6%	14.6%	0.3%	1.4%	10.4%	55.5%	51.4%	48.6%	49.4%
K-12 Percentage of ISS		30.8%	0.9%	29.0%	14.5%	0.5%	1.7%	13.7%	39.6%	71.4%	28.6%	52.6%
K-12 Percentage of OSS		33.6%	0.8%	26.5%	13.2%	0.3%	0.8%	10.9%	47.6%	75.9%	24.1%	48.2%

Total student population includes all students who were enrolled at some point during the 2018-19 school year.

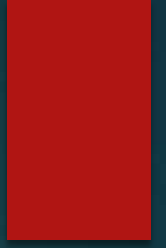
More than a percentage point over represented

More than a percentage point under represented



# Staff Perceptions

AND THE SURVEY  
SAYS...



Student's  
Perceptions

Panorama –

Focus Groups –





# Findings Summary

# Recommendations

- ▶ **District Culture**
- ▶ **District Policies**
- ▶ **Incorporating Data**
- ▶ **Equity Trainings and Development**
- ▶ **Build an Inclusive Curriculum**
- ▶ **Community Engagement**
- ▶ **Communication**
- ▶ **Future Work**

Questions

