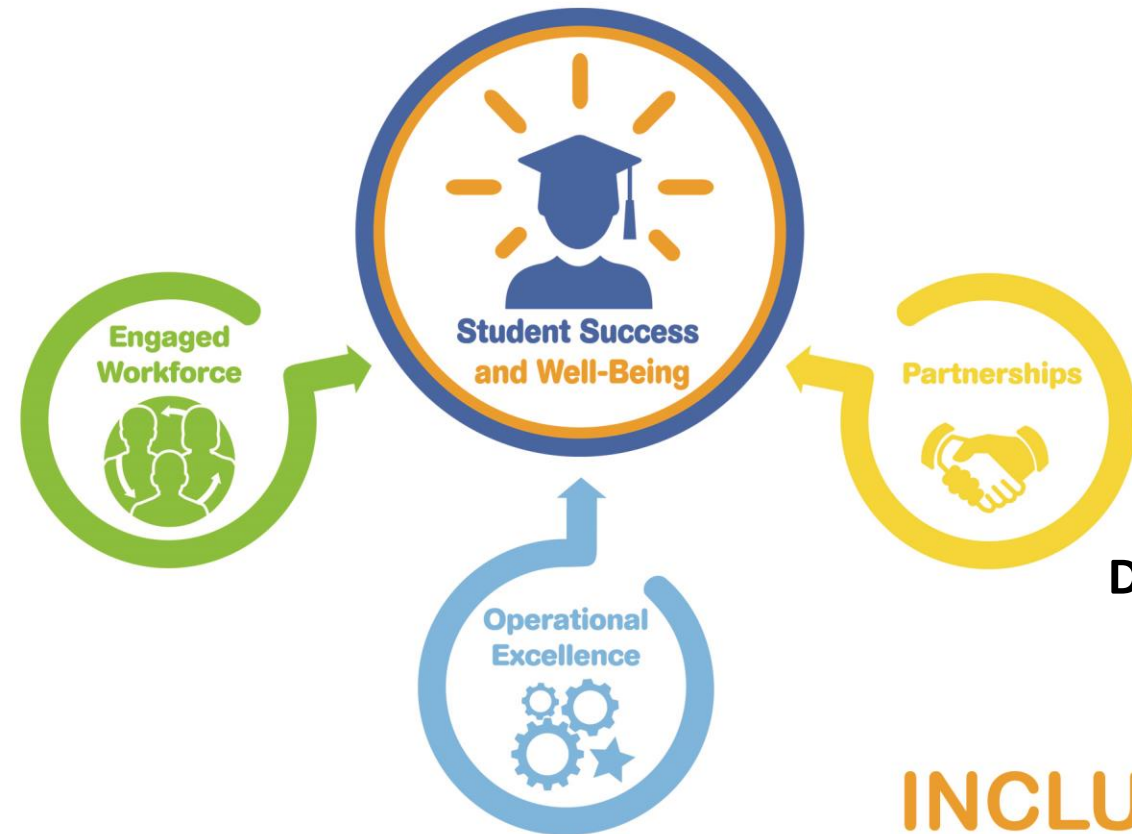


APS Strategic Plan
2022-2028

Office of Diversity, Equity, and Inclusion Monitoring Report

Cristin Caparotta, DEI Specialist
John-Derik Hutchinson, DEI Specialist
Dr. Ty Byrd, Interim Chief Diversity, Equity, and Inclusion Officer
Thursday, March 16, 2023

INCLUSION * EXCELLENCE * INNOVATION





Student Success & Well-Being

- Purpose
 - Review Strategic Plan Priorities for DEI
- Strategic Plan Performance Objectives & Strategies
- Progress Monitoring
 - Equity Profile Dashboard
 - Implicit Bias Training
 - Standard 6 Culturally Responsive Teaching and Equitable Practices Conversations
 - External Partnerships
 - Partnership with Office of Academics & Human Resources
- Recommendations/Next Steps
- Additional Resources Requested
- Key Takeaways
- Appendices



Student Success & Well-Being

*The Office of Diversity, Equity, and Inclusion will create and sustain a district-wide culture that universally uses culturally responsive teaching and equitable practices to ensure that all **students**, regardless of the schools they attend, their race, ethnicity, color, gender, gender identity, sexual orientation, native language, disability, military connectedness, citizenship status, or economic status, have access to exceptional teaching and resources needed for each to continually experience high levels of academic achievement and social development.*



Engaged Workforce

*The Office of Diversity, Equity, and Inclusion will create and sustain a district-wide culture that universally uses culturally responsive teaching and equitable practices to ensure that all **employees**, regardless of their race, color, religion, national origin, sex, pregnancy, childbirth or related medical conditions, age, marital status, sexual orientation, gender identity, disability, or military status are safeguarded from discrimination, and the interests, rights, and privileges of all APS faculty and staff are protected.
(Virginia Human Rights Act)*



Student Success & Well-Being

- **Student Success**
 - By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments
- **Student Well-Being**
 - Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.
 - Disproportionality in suspension rates by race/ethnicity, students identified with a disability, and English Learners will be reduced, and overall suspensions will not increase.
- **Engaged Workforce**
 - By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey.
- **Operational Excellence**
 - Organizational operations will continuously improve their effectiveness as measured by identified KPIs.
- **Partnerships**
 - By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results.



Student Success & Well-Being

- **Student Success**
 - Address unconscious racial bias by implementing implicit bias training throughout APS.
- **Student Well-Being**
 - Integrate culturally relevant concepts and practices into all levels of school interactions.
- **Engaged Workforce**
 - Recruit, retain, and advance high-quality employees.
- **Operational Excellence**
 - Manage available resources equitably.
- **Partnerships**
 - Partner with local, state, and national businesses, organizations, and governments to support a variety of learning experiences.



Student Success & Well-Being

- **Equity Profile Dashboard**
 - Community Conversations (7 this school year)
- **Implicit Bias Training**
 - Number trained (as of 3/7/23)
 - In Person: 588 completed
 - Asynchronous: 270 enrolled, of those, 72 completed
 - Feedback Survey (317 responses for in-person)
 - Most participants rated the training as very applicable, preparatory, and would recommend to a colleague
- **Standard 6: Culturally Responsive Teaching & Equitable Practices**
 - Number of Schools – 11 completed
 - Knowledge Transfer Survey – 3 schools completed & 8 schools in progress
 - Post Training Survey – 8 schools completed & 3 schools in progress



Student Success & Well-Being

- Implicit Bias Training launched division-wide for all APS employees and is mandatory for all staff to complete by the end of the 2023-24 school year.
- Training began in-person in Fall 2022 and asynchronously in February 2023, and will continue through Spring 2024.
- This training is the start of a multi-phase approach:
 - Phase I: Knowledge Development & Transfer
 - Phase II: Continued Knowledge Transfer & Measurement of Knowledge/Experience Changes
 - Phase III: Behavioral Changes
 - Phase IV: Sustaining Cultural & Behavioral Change



Student Success & Well-Being

- Culturally Responsive Teaching & Equitable Practices
 - *“The ability to use the cultural **characteristics, experiences, and perspectives** of culturally and linguistically diverse learners as conduits for teaching them more effectively.” ~ Geneva Gay, University of Washington*
- Teacher, Specialist, and Administrator (school-based & central office) evaluations (Standard 6)
- Standard 6 sessions designed specifically for the needs of each school
- Staff identifies teacher and student actions that reflect culturally responsive teaching & equitable practices
- Standard 6 sessions are followed by a post training survey
- A knowledge transfer survey is sent 6 to 8 weeks following the session
- Number of schools completed: 11
 - Knowledge Transfer Survey Results: Participants provided the team with various information – detailed information can be found in the appendices



**Student
Success &
Well-Being**

- Equity Influencers (*Stipend Position; Elementary*)
 - Student Support
 - School Site Action Plan goal
 - Supporting Implementation of Standard 6 Culturally Responsive Teaching and Equitable Practices
- DEI Coordinators (*Part-time or Full-time; Secondary*)
 - Student Support
 - Risk Factor Monitoring
 - Attendance
 - Grade Point Average
 - Discipline
 - Incidences
 - Loss of Instructional Time



Student Success & Well-Being

- **Implicit Bias**
 - 9-week Post-Training Survey
 - End-of-Year Survey in June 2023
- **Standard 6 – Culturally Responsive Teaching & Equitable Practices**
 - Post Conversation Survey
 - End-of-Year Survey
 - Analysis of End-of-Year Teacher/Specialist/Administrators Evaluations focusing on Standard 6
- **Grow Our Own Teacher and Counselor Program**
 - Proposed year-one funding to support mentoring for aspiring educators during junior and senior year.
 - Proposed year-two funding to support continued mentoring and college visits.
 - Proposed year-three funding to begin providing financial support to participating students enrolled in teacher or school counselor preparation programs.
 - Career Switcher
 - Mentorship – DEI driven
 - Future inclusion of pathway for CTE students to careers in APS Facilities & Operations
 - Interested in partnership with VDOE to support funding.



Student Success & Well-Being

Standard 6: Culturally Responsive Teaching & Equitable Practices

Will analyze Standard 6 evaluations of administrators, teachers, and specialists

Will deep dive into the indicators (15 indicators for teachers & 11 indicators for specialists) – Will provide learning opportunities that focus solely on individual indicators

- Plan to incorporate APS teacher experts into the conversation including sharing short videos of APS teacher experts in action in the classroom
- Will share Post Conversation Survey, gather and disseminate data
- Will share End-of-Year Survey, gather and disseminate data



Student Success & Well-Being

- Moving DEI Coordinators to be supervised by Office of Diversity, Equity and Inclusion
 - Dual focus on both Student Support and Teacher Support
- Full-Time Coordinators at Secondary Schools
 - Currently middle school coordinators are staffed at .5 FTE and have other roles in their school or another school, limiting impact.
 - Increase role as Equity Coach
- Full-Time Coordinators at Elementary School
 - Currently Equity Influencers are a stipend position
 - Able to have dual focus on both Student Support and Teacher Support (Equity Coach)
- DEI Data Analyst
 - Using predictive analytics to determine students in need of interventions early
- Funding for Bias Training
 - Support from subject-matter experts to continue tiered approach for division-wide training



Partnerships

- George Mason University Early Identification Program (EIP)
 - 171 students participating in grades 8-12 (2022-23)
- MSAN
 - 19 students participating in year-long virtual program
- Virginia Tech College Access Collaborative
 - 16 students participated in 1 field trip in 2023
 - Upcoming trip for 50 10th graders & Summer Camp for 25 students
- Vanderbilt University
 - Guidance for Employee Affinity Groups
- Arlington Racial Equity Core Team (RECT)
 - Collaboration with Arlington County
- Arts Commission of Arlington
 - Nadia Green - Conyers



Partnerships

- **Office of Academics**

- DEI Liaisons for each office
 - ELA Secondary Book Audit Tool
 - ELA Elementary Resource & Data Reviews
 - APS DEI Lesson Considerations Document
 - Library Services / Professional Book Library
 - Career, Technical and Adult Education – CTE Showcase
 - Collaborative Professional Learning

- **Human Resources**

- Professional Learning

- **Professional Learning**

- Adaptive Schools
- Cognitive Coaching



Partnerships

Funded Partnerships

- [George Mason University Early Identification Program](#) (EIP)
- [MSAN](#)

No-Cost Partnerships

- [Virginia Tech College Access Collaborative](#)
- [Vanderbilt University](#)
- Arlington Racial Equity Core Team (RECT)
- Nadia Conyers – Book Library



Student Success & Well-Being

Bright Spots

- Development of APS Employee Affinity/Advocacy Groups
- Summer Symposium
- Administrative Assistants Leadership Academy
- Ongoing partnership with Office of Academics

Opportunities for Improvement

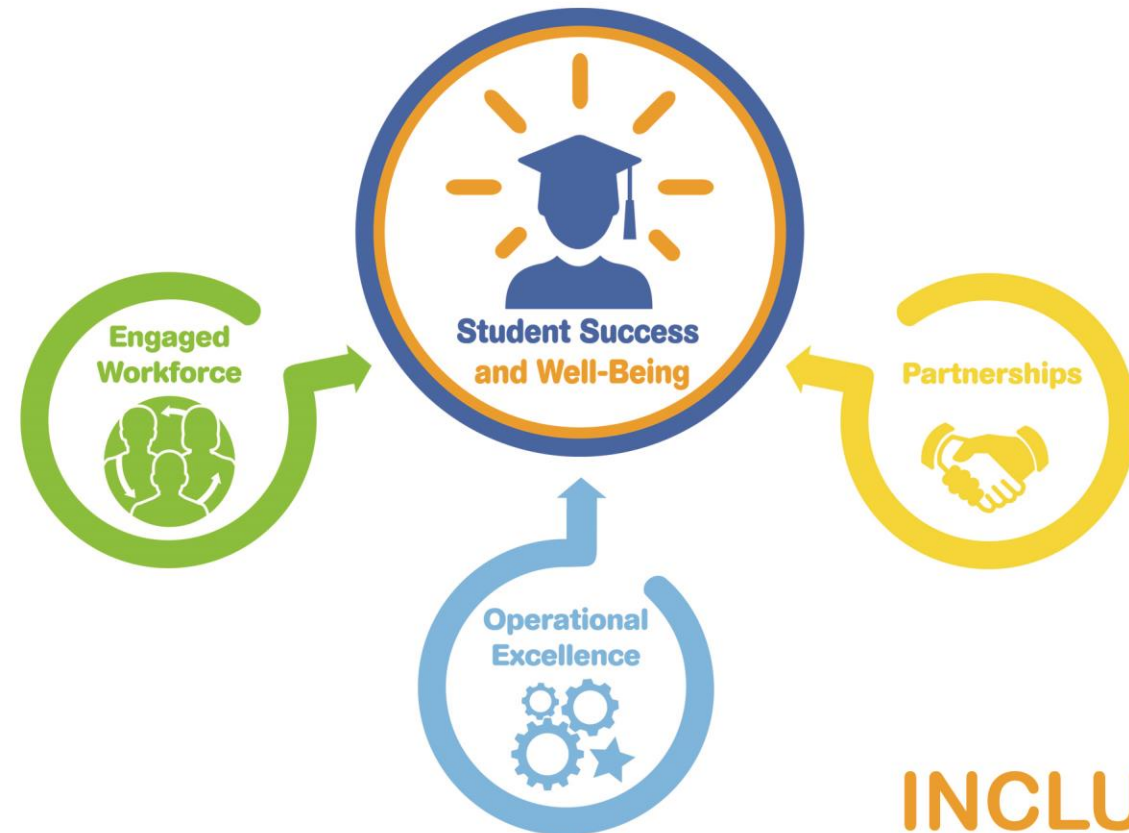
- Strengthen partnerships with schools to ensure an excellent and equitable education for all APS students
- What do we do in DEI to connect each APS colleague with our core mission of teaching children?

Recommendation(s)/Next Steps

- Develop and implement Phase 2 of implicit bias training across schools, departments, and scales
- Deepen conversations regarding culturally responsive teaching and equitable practices
- Launch of an annual DEI staff engagement survey in Fall 2023
 - Purpose is to assess staff engagement, connection and the relationship between their experience & retention.



APS Strategic Plan 2022-2028



APPENDICES

INCLUSION * EXCELLENCE * INNOVATION



Student Well-Being

- College Tours – Student Reflections
 - [Pre-Survey](#)
 - [Post-Survey](#)
- Data Collection and Monitoring
 - What student or staff data are you tracking and why?
 - What story is your data telling?
 - What goals or objectives have you focused on based on the data you are tracking?
 - What interventions/programming are you instituting to address areas of concern?
 - How are you monitoring progress toward improvement?
 - What resources do you need now and in the future to continue making progress toward your goals and objectives?



Student Success & Well-Being

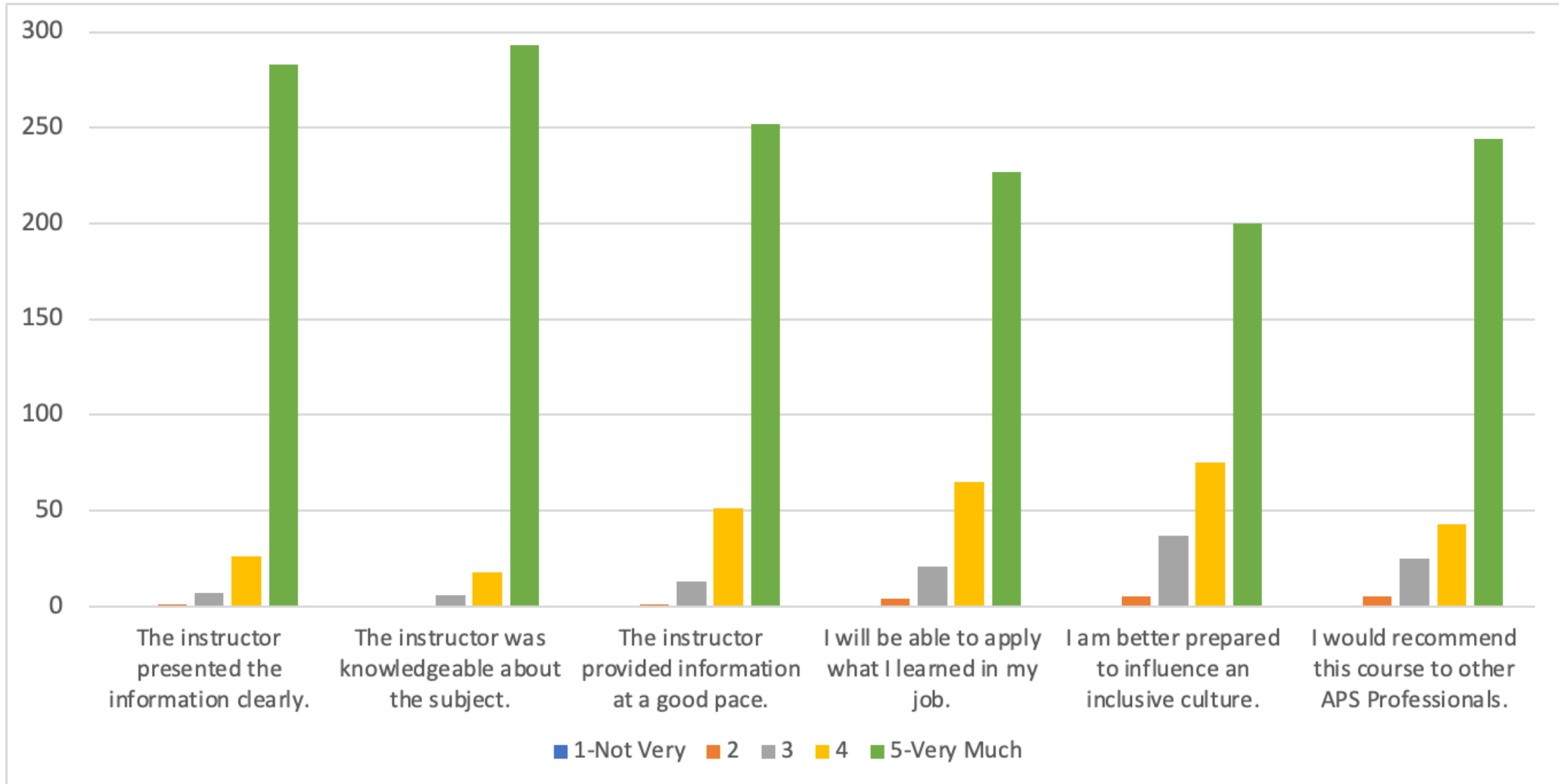
Student Survey

- Overall, how would you describe your teacher's expectations of you?
- How clearly do you see your culture and history reflected in your school?
- Overall, how much do you feel you belong at your school?
- How connected do you feel to other students at your school?
- How often do you feel that you are treated poorly by other students because of your race, ethnicity, gender, family's income, religion, disability, or sexual orientation?

Staff Survey

- At your school or in your department, how often do you feel other staff treat you poorly because of your race, ethnicity, culture, gender, socio-economic status, disability, or sexual orientation?
- How often do you feel that students are treated poorly by staff because of their race, ethnicity, culture, gender, socio-economic status, disability, or sexual orientation?
- How much do staff at your school or in your department value diversity?

Bias Training Feedback Survey Results





Student Success & Well-Being

- Examples of participant feedback:
 - "Great presentation, interesting and interactive. I will use some aspects from the presentation at work and in my personal life"
 - "I would love for this course to be a springboard for a more consistent training that allows for sufficient time to dive into these issues more and be accountable for making a change in instruction"
 - "Thank you for defining terms that I'd heard but was not confident in defining. I will make a conscious effort to use what I learned today and to co to je (continue) to grow as a teacher and colleague by reading some of the books that were mentioned"
 - "Needs to happen each year !!"
 - "Overall, it is a good training for those who are newer to DEI"
 - "Interesting presentation with meaningful thoughts. The most interesting and meaningful professional development in a long time."



Student Success & Well-Being

- Majority of respondents were very satisfied or satisfied with the standard 6 session (55.8%)
- Majority of respondents enjoyed how engaging the session was and the discussions that occurred
- 72.1% of respondents stated they learned something new about standard 6
- 83.7% of respondents stated they can demonstrate culturally responsive teaching and equitable practices
- Many respondents shared that they would appreciate additional trainings and resources to ensure all students are receiving an excellent and equitable education



Student Success & Well-Being

- Respondents included teachers, instructional specialists, counselors, and administrators
- Approximately half of respondents have noticed changes in their school environment, while the other half of respondents have not noticed changes in their school environment
- Most respondents stated they already used culturally responsive teaching and equitable practices prior to the training, but they found the training to be a “refresher” course
- Most respondents stated although they feel somewhat knowledgeable regarding standard 6, additional resources and trainings would be appreciated



Student Success & Well-Being

The DEI, Secondary ELA, and Library Services Teams collaborated in Winter 2023 to develop an Audit tool to be used by both Central Office Staff and ELA Educators to review resource selections (books, poems, plays etc.). The Audit reviews the resources on several diversity areas, as well as helps to identify any pre-work or context needed to prepare educators to teach using the resource. The audit tool will first be used to review and revise the current/existing ELA High School Reserved Book List, with plans to have it be used by middle and high school educators as they select future resources.



**Student
Success &
Well-Being**

- Form and Maintain an Inclusive Classroom Environment
- Proactive Planning
 - Content Considerations
 - Context
 - Engage Colleagues
 - Activities that include Role-Playing
 - Consider Multiple Perspectives



Student Success

- Established in 1987, the Early Identification Program (EIP) serves as Mason's college access program, providing resources to middle and high school students who will be the first in their families to attend college.
- Please see attached [APS – GMU EIP Data](#) presentation
- Please see website for additional [GMU EIP](#) information





Engaged Workforce

- DEI Summer Symposium: August 23-24, 2022
- Leadership Training for Administrative Assistants/Specialists: October-December 2022
 - For all sessions, most attendees reported that the sessions were extremely relevant to their work, and they were extremely likely to recommend the session to a colleague.
- Bias Training
 - Schools
 - Central Office Departments
 - Leadership Teams
 - School & Community Partners
- Standard 6: Culturally Responsive Teaching and Equitable Practices
- Hate Speech



Engaged Workforce

- 1,311 total enrollment over the 2-day virtual symposium
 - 6 sessions offered each day on the following topics:
 - Building DEI Communities
 - Pathways to Equity and Leading Change
 - Fostering Connection: Developing a Social Justice Identity
 - Broadening the Lens: How Technical Education and Apprenticeship Enhance Student Learning and Preparation for Successful Careers
 - From Trauma to Triumph: Fostering Resilience through Trauma Informed Practices
 - Empowering Teachers and Students: Action Steps to Anti-Racist Teaching
 - After all sessions at the symposium, most staff reported that the session was extremely relevant to their work, and they are extremely likely to recommend the session to a colleague.
 - Recorded sessions available in Frontline since October 2022 and have 631 additional enrollments since then.