

US², Inc.

Understand Self | Unite Society Educational Equity Audit

In order to reach your goals, it is critical to assess your current reality. Oftentimes, when immersed in an environment, it is difficult to provide an authentic assessment. As a third party focused specifically on issues of equity and inclusion, US² provides educational equity audits to serve as a foundation in understanding strengths and areas for improvement within school systems. All audits are customized specifically to the client and have the potential to include the following facets:

- Pedagogy
 - Critical Practices
 - Classroom Culture
 - Family & Community Engagement
 - Instruction
 - Teacher Leadership
 - Teacher Evaluation Tools
 - Danielson
 - Marzano
 - 5D/5D+
- Curriculum
 - ELA (using MDE CCR standards)
 - Math (using CCSS)
 - Social Studies (using C3 frameworks)
 - Science (using NGSS)
 - Technology (using MITECS)
 - SEL (using CASEL competencies)
- Policies/Procedures
 - Board Policies
 - Discipline Practices
 - Disproportionality
 - Special Education
 - Programming (Honors, etc.)
 - Personnel (Staffing)
- Stakeholder Culture (Perception Data)

In order to address Farmington's request for a fully inclusive equity audit, please note the highlighted areas above to be included in the audit.

In order to gather information for the equity audit, we arrange time in both individual buildings as well as district office. In order to address all components addressed above, we will meet with the following groups at each of the fifteen (15) schools to be included in the audit:

- 3 hours of classroom/PLC observations
- 1-2 hours with groups (chosen in conjunction with focus areas)
 - Parents
 - Students
 - Community Partners
 - School Leadership
 - Humanities
 - STEM
 - SEL (Counselors, Social Workers, Psychologists)
 - Academic Supports (SpEd, ELL, Gifted/Talented)

In addition to meeting with individual schools, we will also meet with focus groups at the district office level. These groups include:

- 1-2 hours with groups (chosen in conjunction with focus areas)
 - Board Members
 - Leadership (Council)
 - Curriculum and Instruction
 - Policy Subcommittee
 - Human Resources
 - Technology
 - Special Services

For Farmington Public Schools, in order to address all of the above requested components (inclusive of pedagogy, curriculum, policies/procedures, and perception data), we are recommending a total of 25 days with our team. We will spend an average of 1.5 days at each of the fifteen (15) buildings included in the audit with approximately two (2) days at district office. Please note that all work will be conducted virtually through online platforms (of the district's choosing).

Once information is collected through client submission, surveys, focus groups, and interviews, a report will be crafted that includes all raw data, a synthesis of the data, findings, and recommendations to address areas of deficit. The full report is typically available within two months after completing all data collection.

Inclusive of all prep work, data collection, data synthesis, and writing, the cost for this project (with 25 days included) will be \$75,000. All equity audits are also granted the courtesy of 10% off future services identified within the equity audit for a period of three years.