



# CHANGE THE ODDS.

*CSD Equity ERA: Engage, Reflect, Act*

## 2022 Equity Audit

# Data Collection Period

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**December 2021 -  
May 2022**



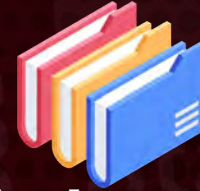
# Data Collected



**Graduation and discipline data**



**Student achievement**



**District documents**



**Surveys**

(parents, HS students, community members, teachers, specialists, operations staff, administrators)



**Focus Groups**

# Components of the Audit



**Domain 1:  
STRUCTURES,  
SYSTEMS  
AND RESOURCES**



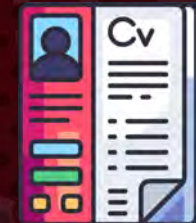
**Domain 2:  
CULTURE AND  
COMMUNITY**



**Domain 3:  
EQUITY IN THE  
EDUCATOR  
WORKFORCE**



**Domain 4:  
PROFESSIONAL  
LEARNING AND  
PERSONAL GROWTH**



**Domain 5:  
CURRICULUM,  
INSTRUCTION,  
AND LEARNING**

# Organization of the Audit

How the information/feedback will be organized.



## Part 1: Context

Overview of the audit process and district context and background



## Part 2: Findings and Recommendations

Findings grounded in the 5 domains and recommendations



## Part 3: Appendices and References

# Participants

<b>Stakeholder Group</b>	<b>Total Participants (<i>n</i>)</b>
<b>School Leader</b>	<b>23</b>
<b>Non School-Based Staff</b>	<b>17</b>
<b>School Staff</b>	<b>197</b>
<b><i>Instructional Staff within School Staff</i></b>	<b>148</b>
<b>Families and Caregivers</b>	<b>755</b>
<b>High School Students</b>	<b>370</b>
<b>Focus Group Members</b>	<b>31</b>



# Equity Audit Findings

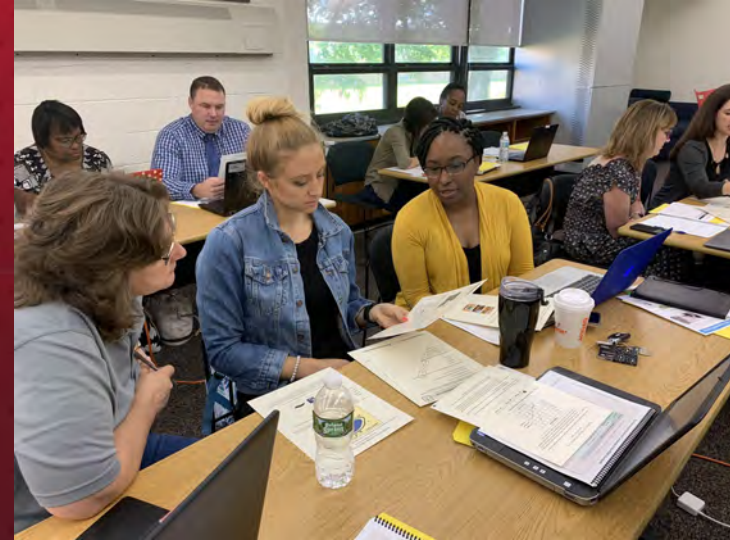


# Domain 1: Structures, Systems, and Resources



# Commendations

- Collaborative, progressive, innovative, and intentional
- Equitable environment
- Structural, systems-level support for academic and equity initiatives



# Recommendations

- Consistent data points
- Ongoing processes at the district office and in each school for reviewing aggregated and disaggregated data
- Processes at the district office, and in each school, to mitigate disproportionalities discovered.





## **Domain 2: Culture and Community**

# Commendations

- Engages families, students, and community members.
- “Power of WE” campaign and branding.
- Human & fiscal resources to develop and improve students’ wellness



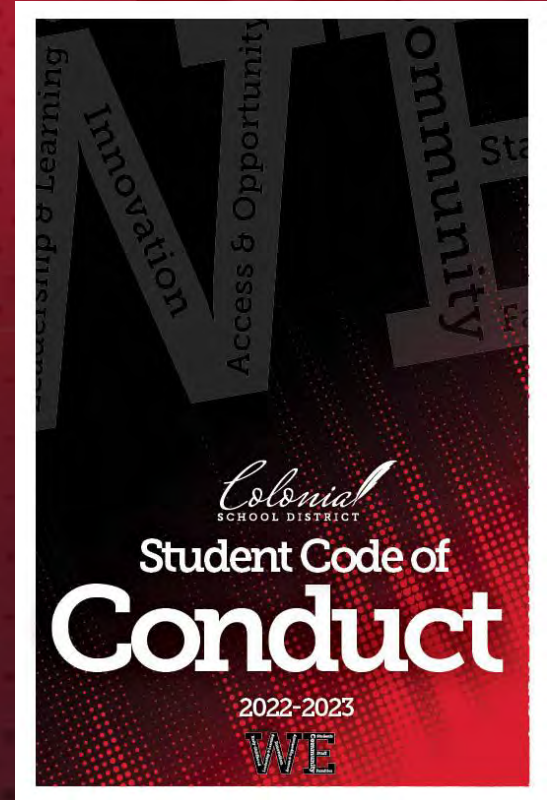
# Recommendation

- Develop structures and practices for engaging stakeholders in school and district engagement and decision-making.



# Recommendations

- Convene the District Equity Team and district leadership team to review examples of systems of positive behavior supports that exist nationally.
- Review the District's Code of Conduct.





## **Domain 3: Equity in the Educator Workforce**

# Commendations

- Plan to diversify the educator population





# Recommendations

- Provide professional learning opportunities for school leaders focused on retention strategies.
- Expand the CSD strategic staffing model.





**Domain 4: Professional Learning and Professional Growth**

# Commendations

- Considerable resources for professional learning for staff members around equity, race, and cultural competence
- District Equity Team (DET) since 2019



# Recommendations

- Use current data regarding disproportionality for all equity focused professional development
- Train staff in culturally responsive instructional pedagogy and strategies
- Elevate the leadership of DET members by providing opportunities for them to receive advanced, intensive equity professional learning
- Ensure that all aspects of equity and cultural competence, including race, ethnicity, LGBTQ+ and other identities, are addressed



The background features a dark red color with a subtle pattern of white dots. Overlaid on this are several semi-transparent, tilted rectangular shapes in a slightly lighter shade of red. These shapes contain white text of various educational terms, including 'Learning', 'Opportunity', 'Community', 'Access', and 'Study'. The text is oriented vertically or at a steep angle, creating a layered, abstract effect.

## **Domain 5: Curriculum, Instruction, and Learning**

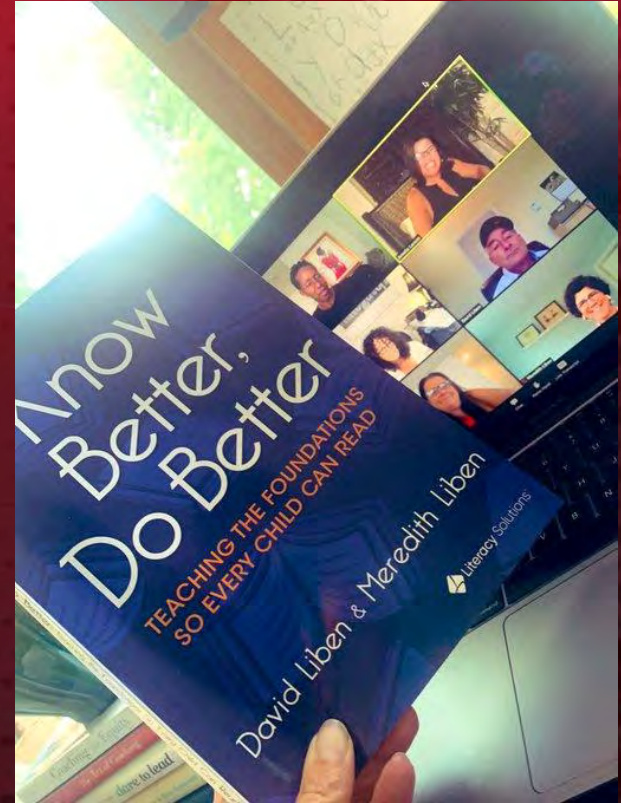
# Commendations

- Reports of high level of agreement to the statement that all students are supported academically in school.



# Recommendations

- Use findings from this review to develop a plan
- Identify a tool to conduct a curriculum and materials review
- Develop or revise curricula based on curriculum review findings
- Ensure that staff are incorporating learned equity strategies and skills





## Next Steps





# Questions