

Office of Education Equity – ISD 709

Comprehensive Equity & Inclusion Three Year Plan – 2015

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Submitted to: Duluth Public Schools – Education Committee

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Comprehensive Equity & Inclusion Three Year Plan – 2015

The Goals

It is recommended that Duluth Public Schools' board approve the following as program goals for the Office of Education Equity Comprehensive Equity & Inclusion Three Year Plan – 2015:

Goal 1--- The Office of Education Equity recognizes Nettleton Elementary School qualifies as a “racially identified school” site. ISD 709 will support the provision of educational services to Nettleton and Congdon Elementary Schools which promote integration through interracial interactive learning experiences.

Goal 2--- The Office of Education Equity will promote family engagement and will provide training programs for students' families.

Goal 3--- The Office of Education Equity will provide individual learning experiences and support for students at risk in order to close the achievement gap.

Goal 4--- The Office of Education Equity will provide staff development for ISD 709 employees that address topics and issues and the development of skill sets in the areas of integration, desegregation, reduction of racism and the strategies to close the achievement gap.

Administrative area-- The Office of Education Equity will provide Quality Oversight, implementation and evaluation of all OEE programming and related functions and the costs are not to exceed 10% of the total grant amount.

2013 Funding and Changes from Current Plan

There are three primary funding and program design drivers from the current three year plan.

1. There is a need to address the *racially identifiable* status of Nettleton through concrete programming strategies.
2. There is the sincere desire and real need to address issues of equity for ISD 709 staff through staff development.
3. There is the reality of a reduced enrollment projection and the corresponding reduction of revenue.

Changes by OEE Cost Centers

- **Goals 1** is added at the direction of the Minnesota Department of Education. This is to address the *racially identifiable* status of Nettleton. The subsequent goals are either the same as the current plan or a slight modification as in Goal 2.
- 215 Denfeld: Denfeld continues to receive funding for 1.5 FTEs and \$5000 programmatic costs. The intention was to continue to support School Within A School programming and CORE programming.
- 220 East: OEE funding that was in both Denfeld and East High School cost centers was transferred to staff development cost center and increased.
- 550 Piedmont: Piedmont funding is increased to a level equal to Lowell Elementary School.
- 320 Ordean Middle School: reduced to \$65,000.
- 350 Western Middle School: also reduced to \$65,000. This budget is the middle schools at comparable levels.
- 520 Lowell Elementary School: reduced to \$34,200. This amount now matches funding received by Piedmont Elementary School.
- 450 Nettleton Elementary School: Nettleton elementary school is identified as *racially identifiable* on the basis of enrollment formulas established by the Minnesota Legislature. The Minnesota Department of Education uses a formula of determining the sites racially identified status. [Percent of students of color throughout a school district +20% is the racially identifiable threshold] \$200,000 is redirected from the current budget in the proposed budget to address the desegregation needs of Nettleton.
- 690 Staff Development: staff development at the high school receives \$100,000 of dedicated funding. This covers the salary cost and minimal programming for both high schools. The Education Equity Advisory Committee recommended an additional amount be dedicated by the District to support districtwide intercultural and racism training. The Education Equity Advisory Committee have also requested that staff of OEE find up to an additional \$100,000 to support this districtwide training project.
- 700 Recruitment: this amount was reduced to \$5000.
- 693 Administration: the Coordinator of OEE position is reduced by four weeks to a total of 44 weeks.
- 689 Integration Specialists: Integration Specialists and Literacy Coaches remain unchanged.
- 025 Culture Centers: the four culture center positions are reduced by 1.6 FTEs. Programming funds are also reduced in each center.
- 691 Indian Education: OEE funding to Indian Education remains unchanged.

We believe that the program design changes and reduction of/and redirection of funding are appropriate and necessary.