



Oak Park Elementary School District 97

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TO: Board of Education
FROM: Dr. Carol Kelley
SUBJECT: National Equity Project
DATE: June 28, 2016

I wanted to share two videos that you may be interested in. One describes the work that the National Equity Project (NEP) is currently doing in the Madison Metropolitan School District (MMSD) and the other describes work that NEP did over a number of years in the San Rafael City Schools (SRCS) in California. Both clips include testimonials from leaders and staff about NEP's work.

Testimonials from National Equity Project:

San Rafael City Schools
<http://nationalequityproject.org/resources/video>

In San Rafael, we supported the district leadership team and principals to implement several equity strategies including de-tracking the largest middle school in the district and moving to heterogeneous classes, operationalizing an equity criteria when assigning teachers and administrators to ensure the greatest possible support for the schools the lowest performing schools, and re-designing the master schedule at the high schools to increase student advisory time and ensure that students, and particularly English Language Learners were placed in college preparation classes.

Madison Metropolitan School District
<https://youtu.be/OECOCGY-86A>

In Madison, the majority of the work this year has been focused on building awareness historic and current inequities and developing shared language for discussing equity challenges in the district. We have led site-based leadership teams from across the district to identify the equity challenges at their sites and develop "equity imperative" statements. Professional learning has focused on implicit bias, culturally responsive instruction, and building Leading for Equity Competencies. Our focus in year two will be on the "design" competency and supporting leaders to identify and implement specific equity strategies at both the system and site levels. This will include decisions about facilities, student assignment, hiring and retention, instructional leadership for equity, and budget.