



Equity Update

January 12, 2021

Timeline

January 2020

- Disparities in Discipline

February

- Equity Team was formed

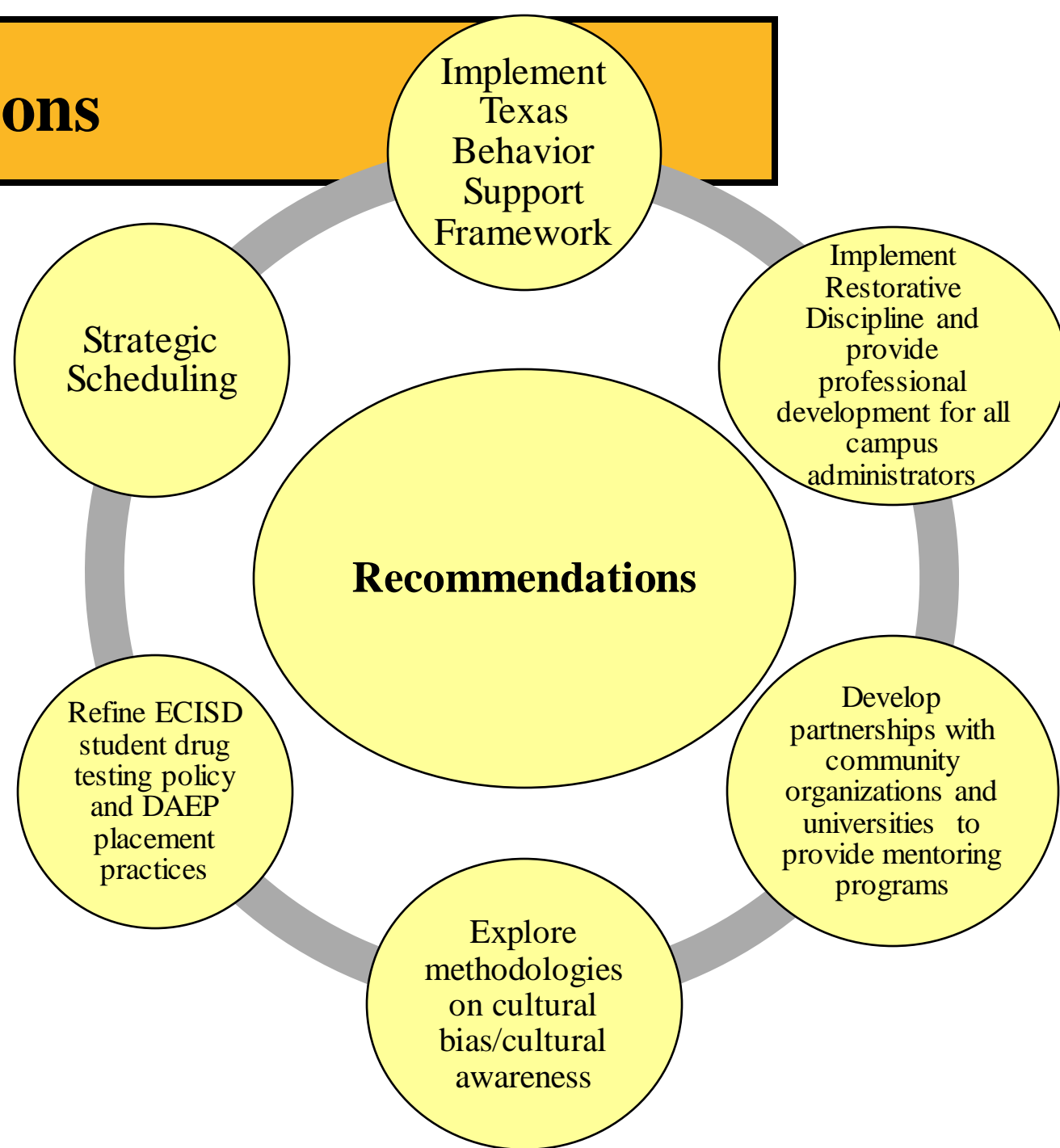
May

- Extended Equity Team came together

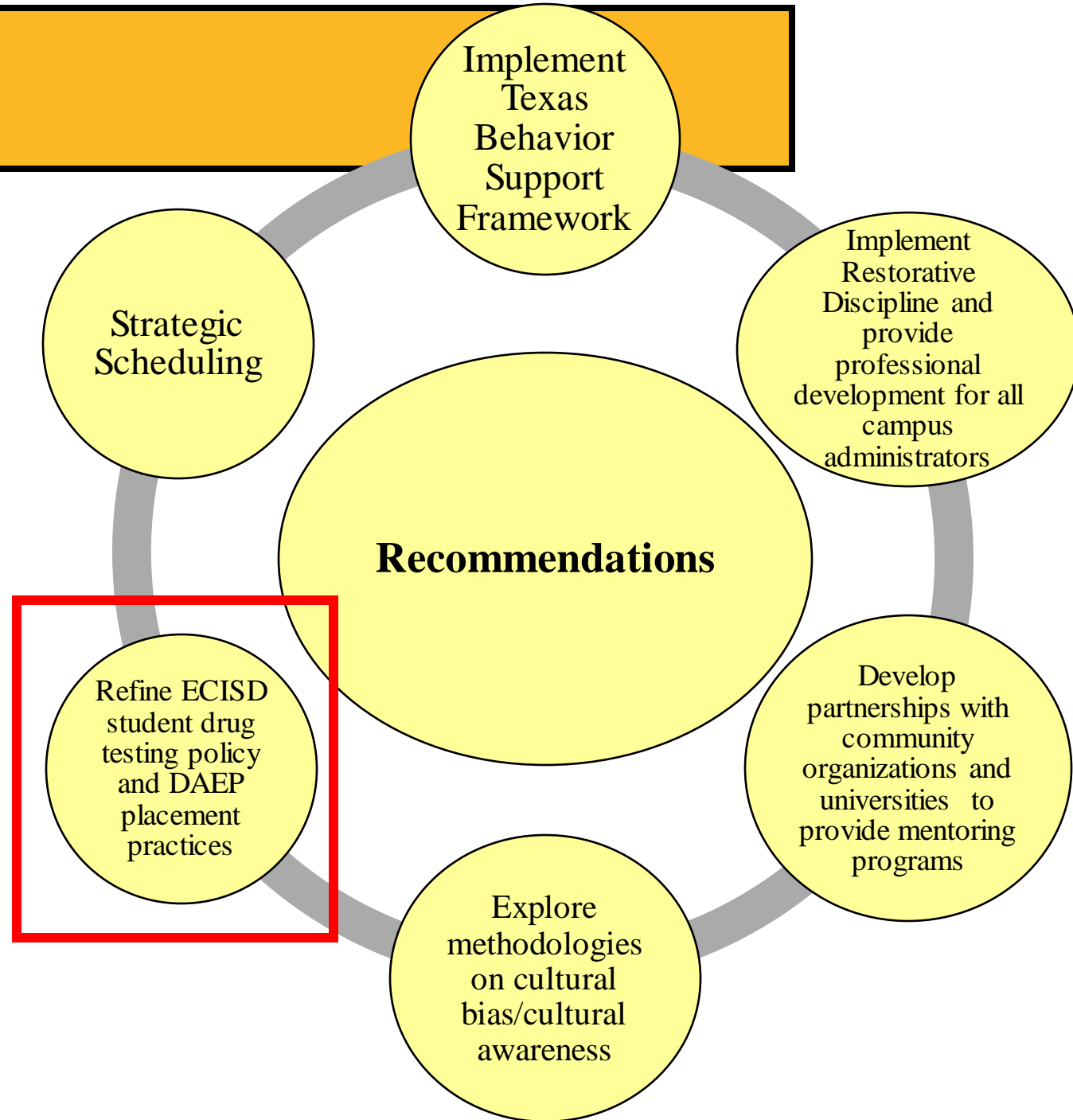
July 21st

- Report and Recommendations were presented to the Board

Recommendations



Actions



Drug Testing and DAEP Placement Practice

August Board Meeting

- **Eliminated Cumulative Offenses**
- **Decreased DAEP Placement Days**

Prior to Day 1 of School

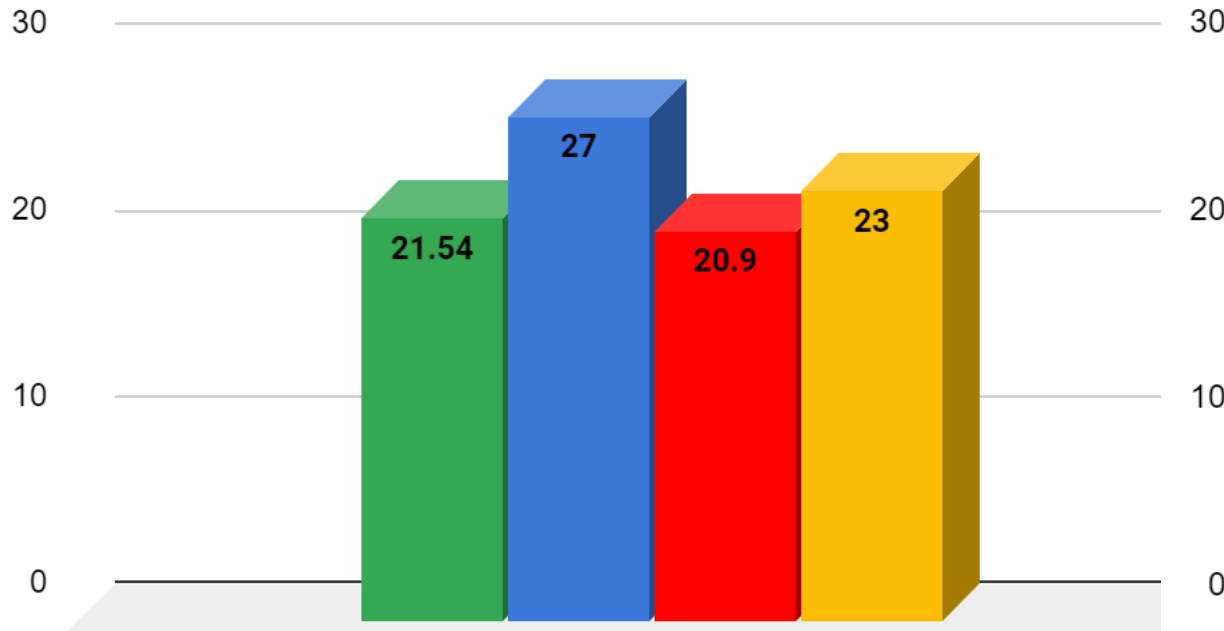
- **Eliminated 3 Days of Out of School Suspension prior to DAEP Placement**
- **Administrator Affidavit**

District Alternative Education Placement Average Length

Average stay in DAEP has
decreased by 11 Days

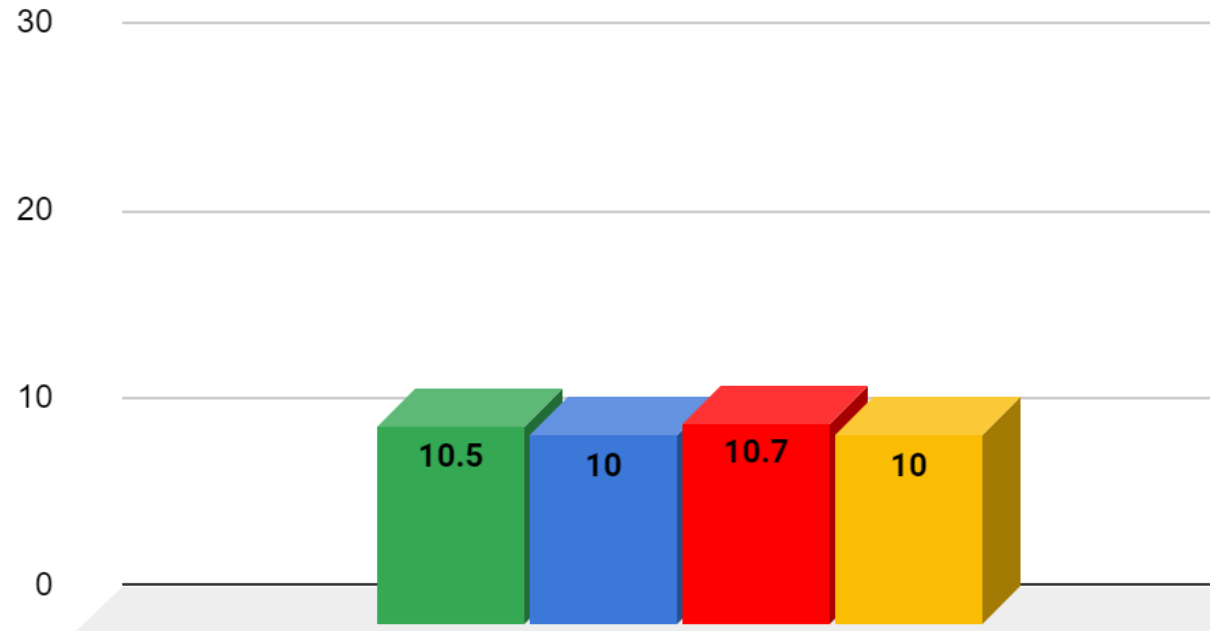
2019 - 2020 School Year

■ All ■ Black ■ Hispanic ■ White

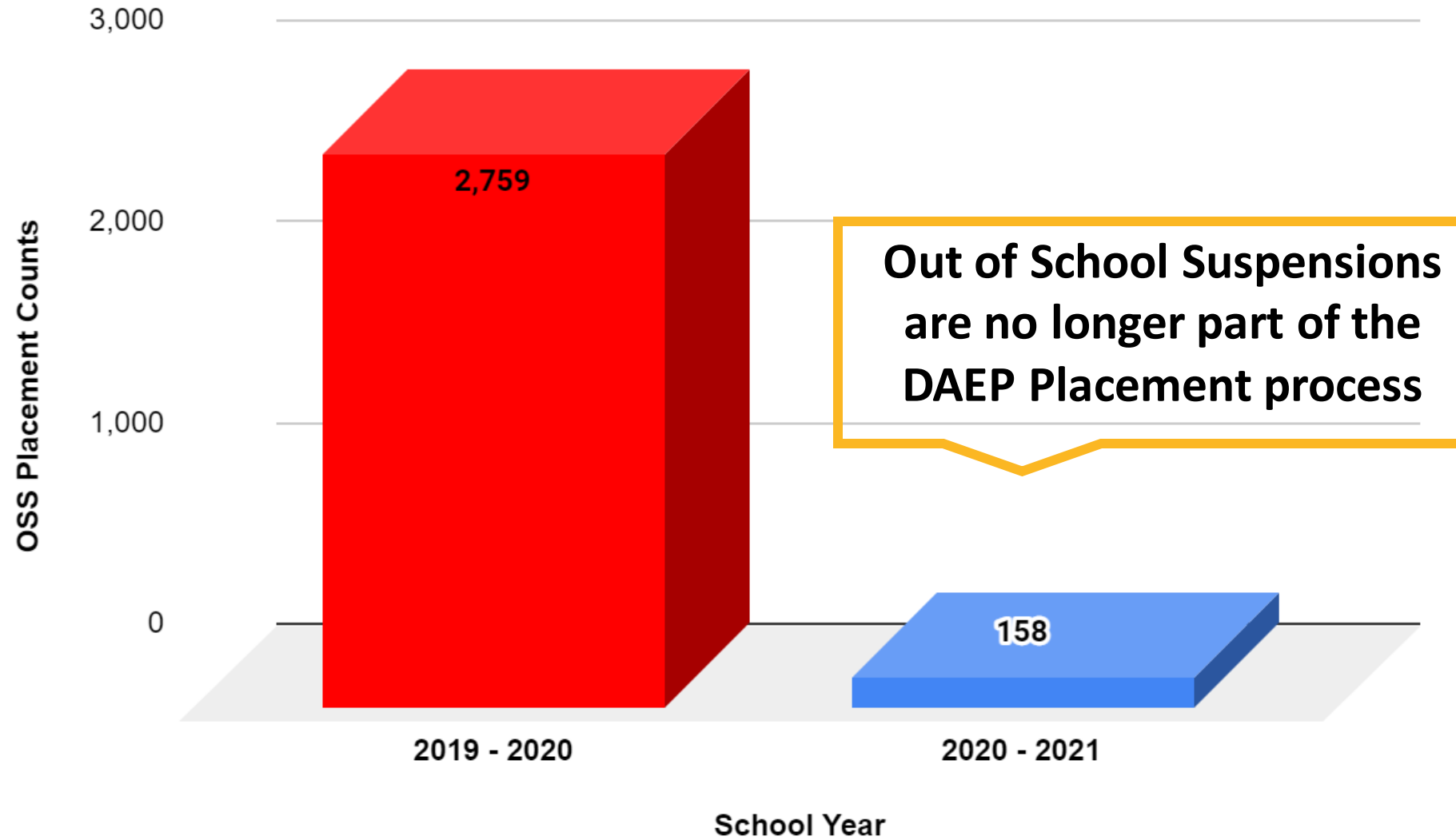


2020 - 2021 School Year

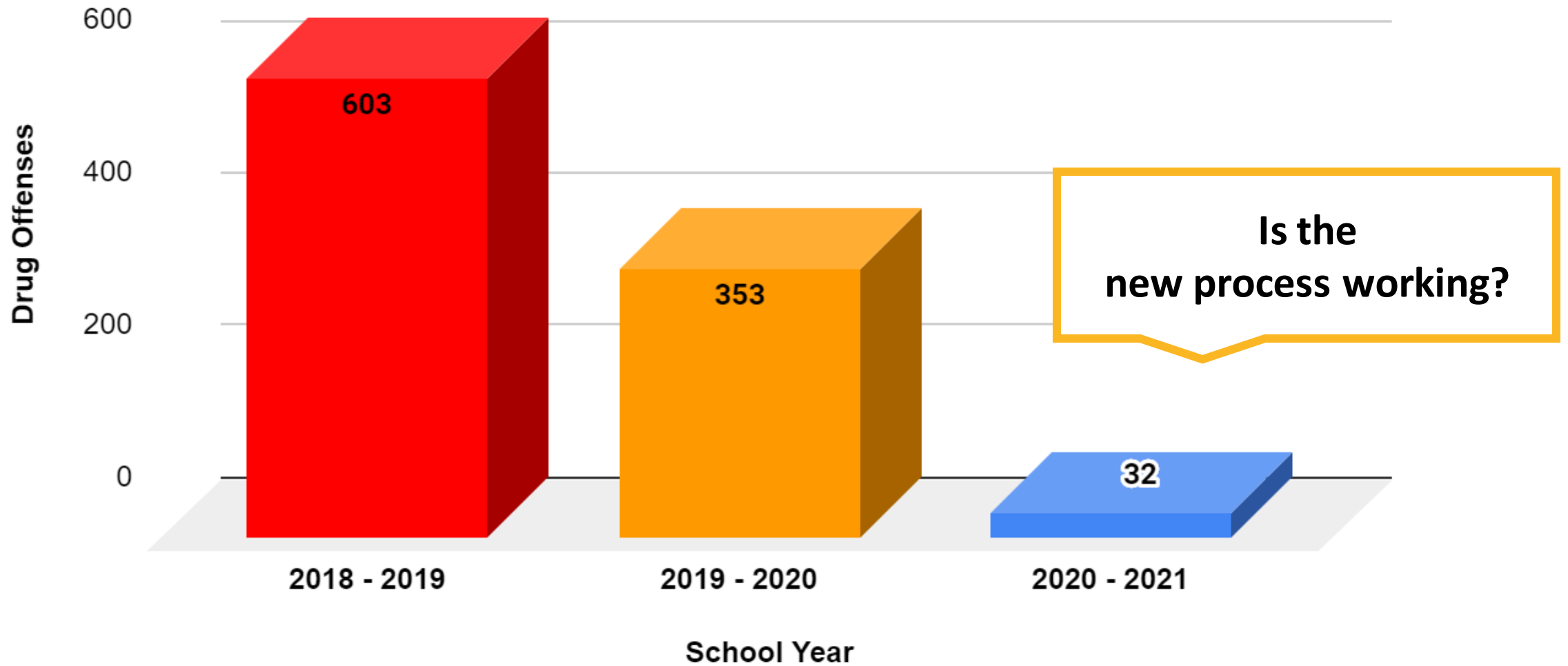
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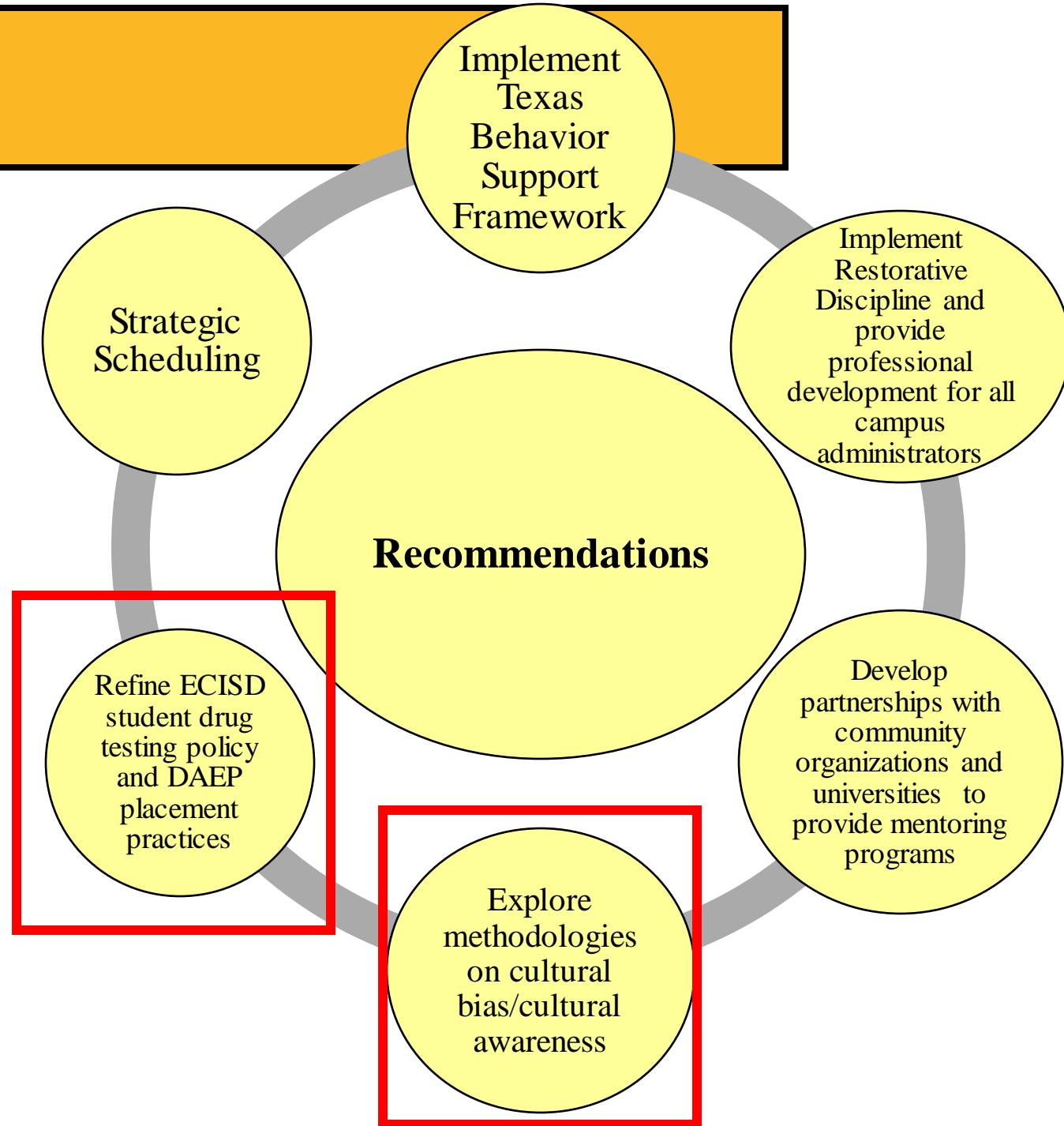
Out of School Suspension Placements



Drug Offenses



Actions



Unconscious Bias Training



11 Diverse Staff members Facilitated the training

40 Sessions offered

Next Steps – Utilize data to partner with TNTP to develop a broader equity strategy to address mindsets and processes

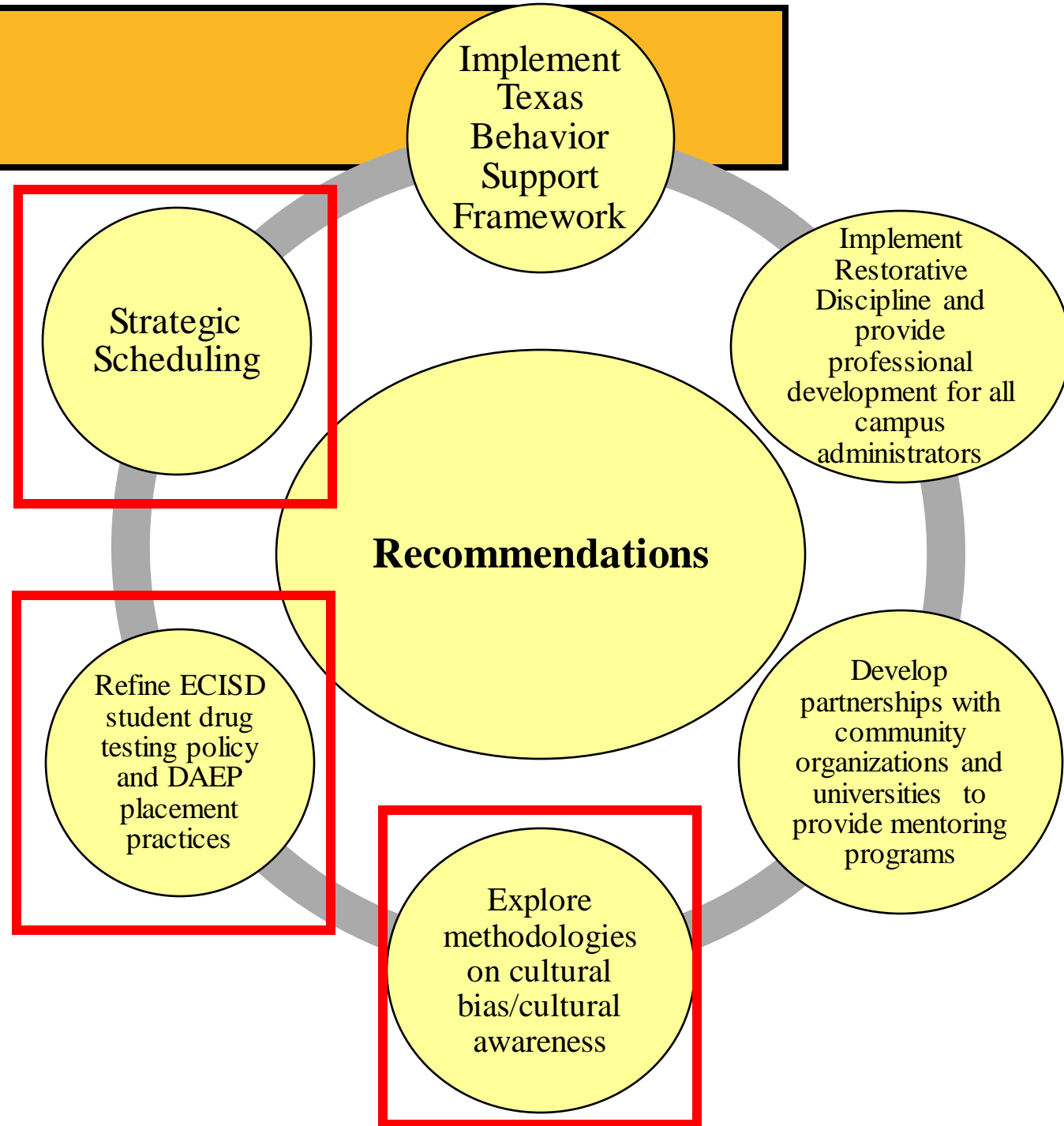
Data to Inform Broader Equity Strategy

According to the Equity Staff Survey

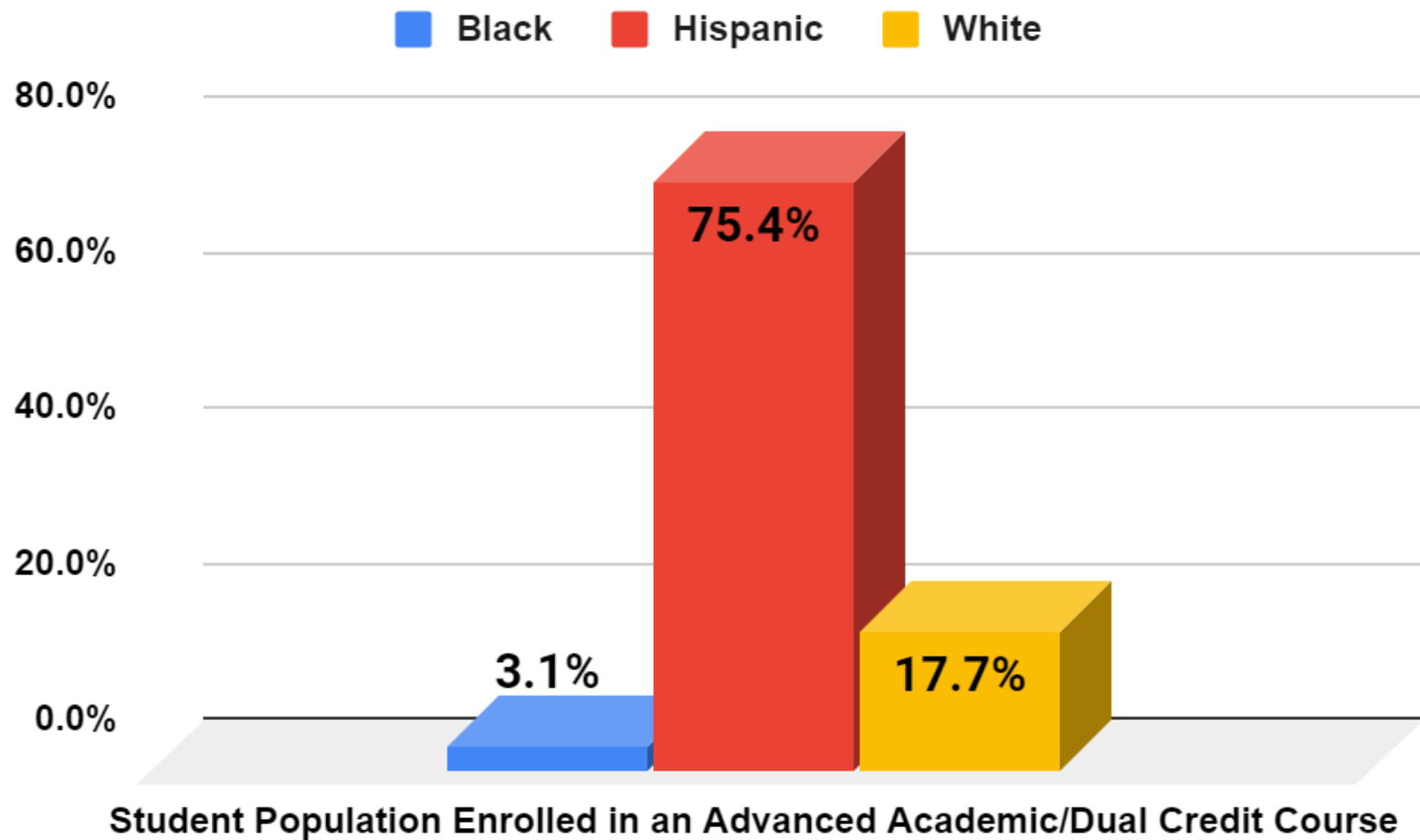
- Most teachers and school leaders believe the district is **committed to equity**
- Staff would like to continue to **reflect** on their own biases
- **Half of respondents** believe there is equitable access for students of color
- While teachers and leaders want to serve students well, **many hold beliefs and expectations** that could negatively impact students of color



Actions



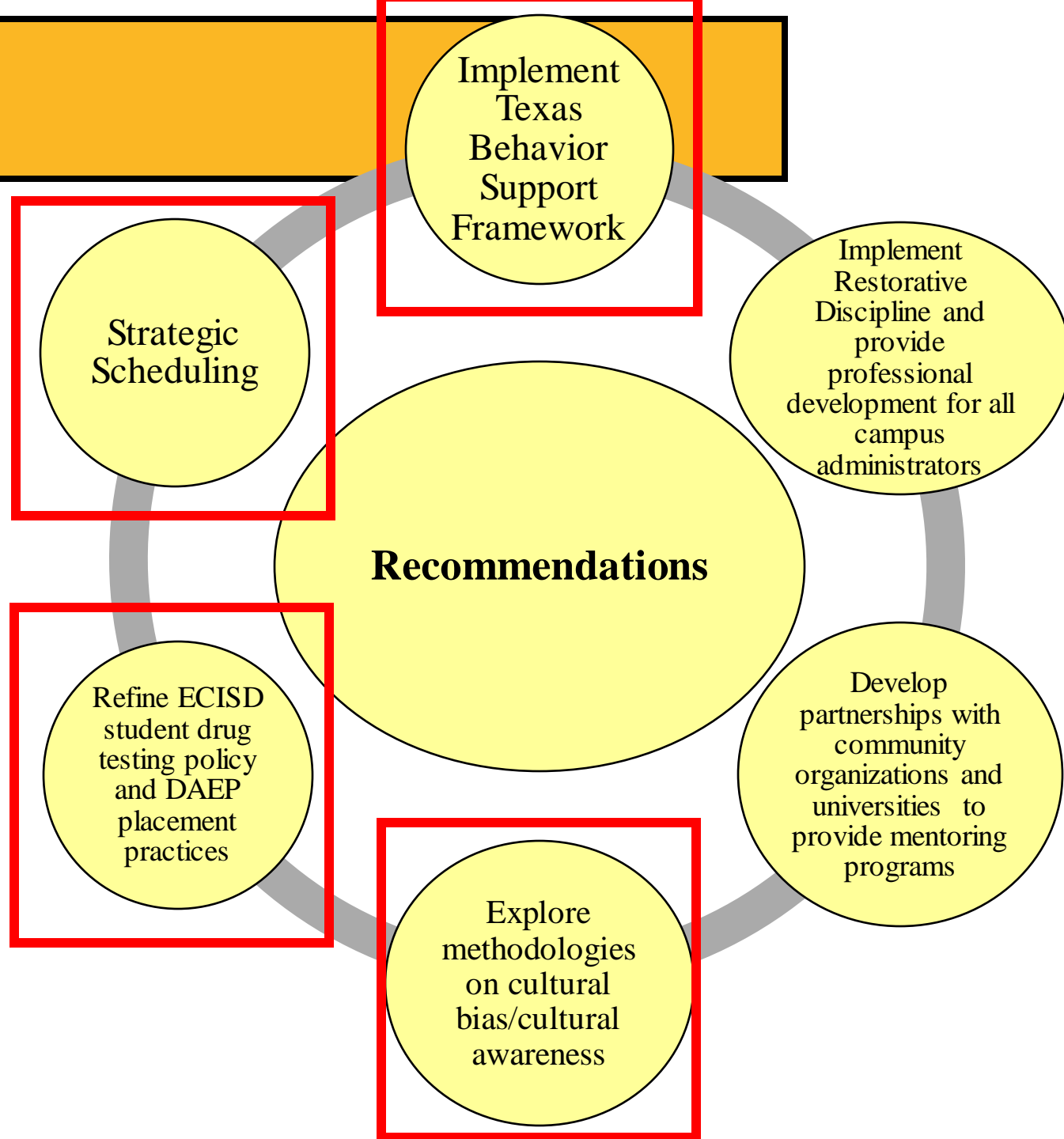
Strategic Scheduling



African American Studies

- Teacher committee
- Explores the rich and diverse history and culture of African Americans – Black History 365
- Objective is to build the knowledge and understanding of students interested in learning about history, citizenship, culture, economics, science, technology, geography, and the political realities of African Americans.
- Full Year Course at the high schools
- Elective
- Implementation – Fall of 2021
- Mexican American Studies – Fall of 2022

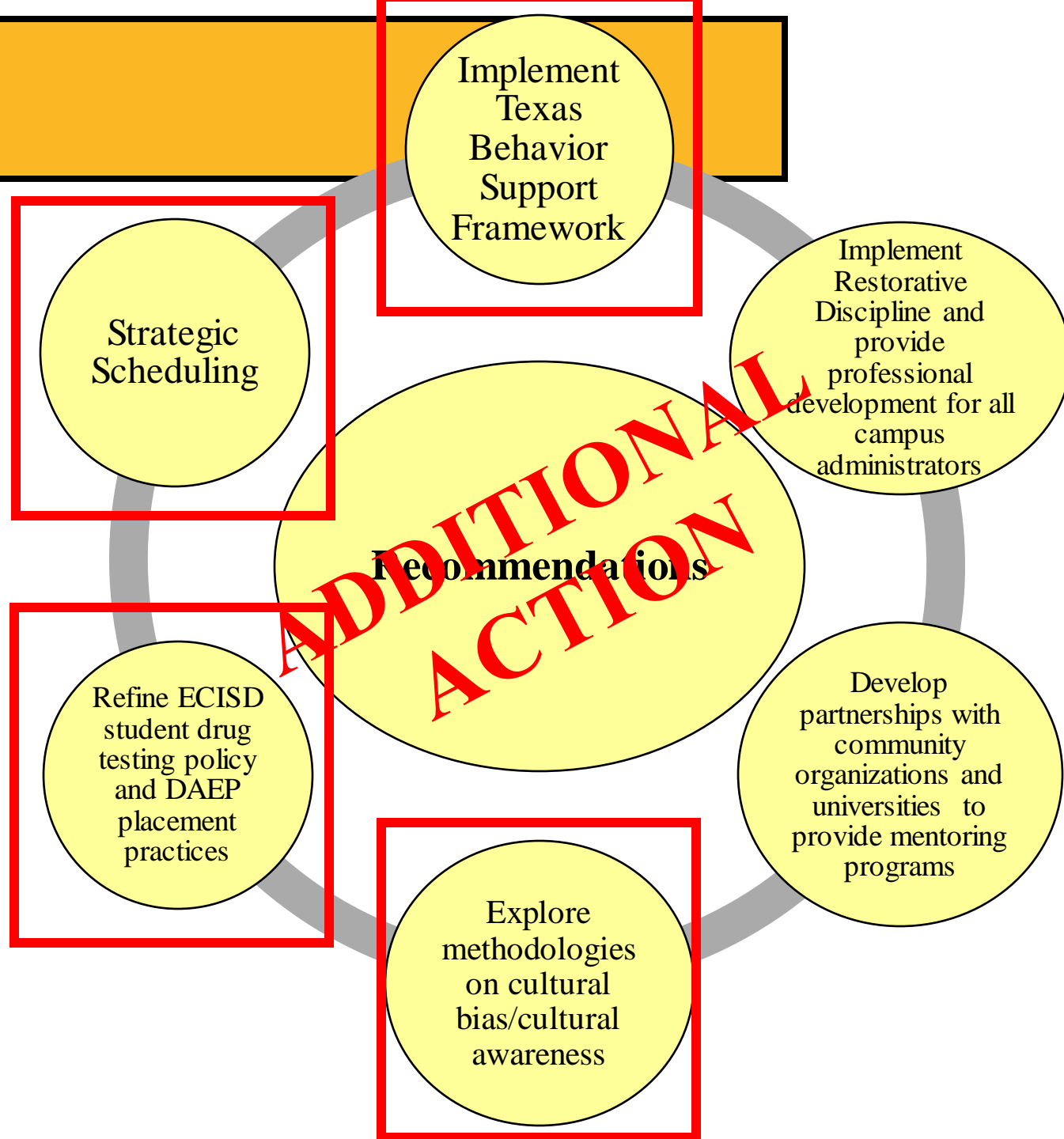
Actions



Behavior Support Framework

- Address inequitable discipline practices
- Influence the mindset around how students are viewed and how unfavorable behaviors are addressed.
- Training on Positive Behavior
- Replicable Processes and Consistent Practices

Actions



Human Resources Job Fairs

- University of Oklahoma
- Oklahoma State University – Virtual
- Prairie View A&M University
- Huston-Tillotson University
- Texas Southern University
- Grambling State University

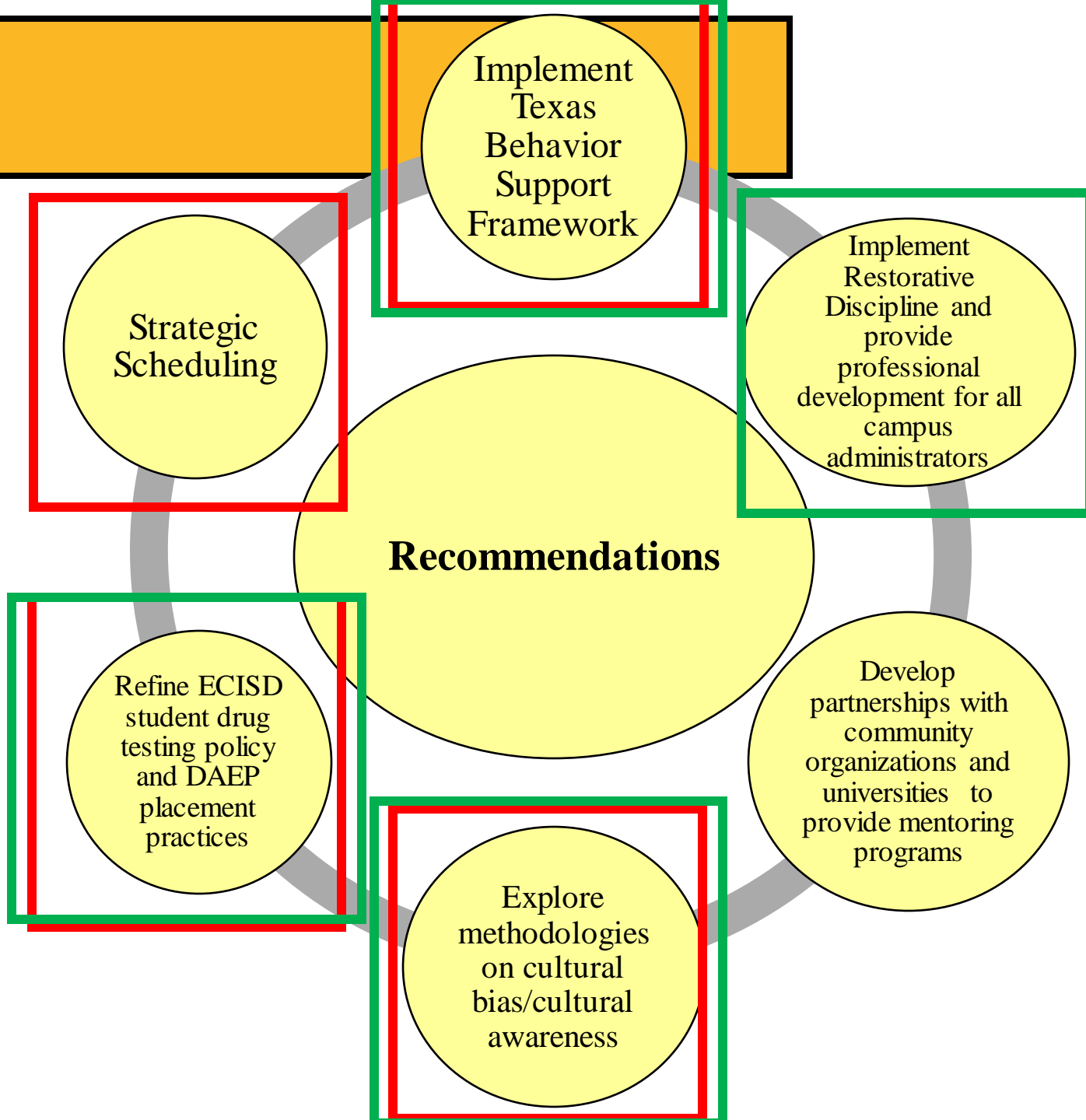


Conclusion

- Revisions to the Student Code of Conduct
- Changes to our discipline practices
- Unconscious Bias Training
- Strategic Scheduling
- Behavior Support Framework
- Implementation of African American Studies Course
- Recruitment efforts



Next Steps



Equity Team

- Adam Portillo
- Amanda Warber
- Angela Braziel
- Angela Love-Jackson
- Ashley Osborne
- Carrie Beyer
- Chris Cole
- Christine Cuellar
- Courtney Halcy
- Danny Servance
- Dawn Weaks
- Deja Mcknight
- Erica Dangerfield
- Joyce Collins
- Juan Dominguez
- Karin Carlson
- Keith Bullard
- Nancy Vanley
- Natalie Rivera
- Mareka Austin
- Patricia Homer
- Regina Mcknight
- Richard Ontiveros
- Scott Randolph
- Valaree Hawkins

Feedback and Questions



THE
FUTURE
IS
NOW

Foundations • Talent • Learning

