

# Report on Equity Initiatives

Board Report, September 13, 2021

Mark Herbst  
Associate Superintendent Student Services

Fallon Ferris  
Equity and Intervention Specialist



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EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



# Purpose of Presentation

- ▶ Revisit the Equity Statement and Discuss Strategies for Integrating the Statement in Our Work
- ▶ Provide an Overview of Each Recommendation and Identify Next Steps



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# District Goal Alignment

## ► Goal One

- Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness.



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# Recommendations

- ▶ Analyze Grading Policies & Course Offerings
- ▶ Conduct Equity Audits
- ▶ Increase Teacher Diversity
- ▶ Analyze Teacher Placement
- ▶ Improve Communication with Parents of Color
- ▶ Develop Trust Through Improved Customer Service



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# Equity Statement

Modesto City Schools **must** provide **equitable** access by **actively** eradicating **structural** and **institutional** racism and **systemic** inequities to close **achievement, opportunity, and access gaps** that exist within our district. We are committed to understanding the individual circumstances and needs of our students, their families, and our staff. We will serve in a way to create equitable outcomes and ensure **respectful** environments that **embrace** and **empower** each individual recognizing that diversity and inclusion of every gender, race, religion, socioeconomic status, physical appearance, gender expression, family configuration, (dis)ability, and ethnicity leads to a thriving and just community. MCS is ultimately **responsible** for the **success** of our students and will be held **accountable** to the **community**.

# Analyze Grading Policy's & Course Offerings

- ▶ Analyze Grading Policy's (*Grading for Equity*)
  - ▶ LEAD: Dr. Nelson
  - ▶ Board Presentation: October 18, February 7, June 6
- ▶ Course Offerings (*Elective Course: Ethnic Studies*)
  - ▶ LEAD: Kim Newton, Dr. Zambo
  - ▶ Board Presentation: October 18, 2021\*
  - ▶ Board Presentation: April 18, 2022



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# Increase Teacher Diversity/Analyze Teacher Placement

- ▶ LEAD: Mr. Henderson  
Associate Superintendent, Human Resources
- ▶ Board Presentation: February 7, 2022



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# Improve Communication with Parents of Color

- ▶ LEAD: Ms. Noonan  
Chief Communications Officer
- ▶ Summarize Information by April 1, 2022
- ▶ Board Presentation: May 16, 2022



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# Develop Trust Through Improved Customer Services

- ▶ LEAD: Ms. Noonan  
Chief Communications Officer
- ▶ Summarize Information by April 1, 2022
- ▶ Board Presentation: May 16, 2022



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# Conduct Equity Audits for Marginalized Student Groups

## ▶ LEAD:

- ▶ Mark Herbst  
Associate Superintendent, Student Support Services
- ▶ Brad Goudeau  
Associate Superintendent, Educational Services

- ▶ Summarize Information by April 1, 2022
- ▶ Board Presentation: May 16, 2022



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# Equity Committee Meetings 2021-22

- ▶ September 21, 2021
- ▶ November 16, 2021
- ▶ January 25, 2022
- ▶ March 8, 2022



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# Equity Committee Members

## 2021-22

Abok, Akouavi	Ervin, John	Lopez, Adolfo	Ramirez, Marisol
Anguiano, Aaron	Ferris, Fallon	Marks, Cindy	Shroyer, Michael
Byrd, Wendy	Flora, Jason	May, Maria	Trevino, Andres
Cardenas, Jose Dr.	Gregoire-Pierson, Candance	Meas, Pholy	Trompetter, Kate
Caro, Miriam	Goudeau, Brad	Nelson, William Dr.	Villasenor, Anita
Cheatham, De'lonne	Gustafson, Khani	Nguyen, Charlie	Williams, Gladys
Cooper, Jocelyn	Herbst, Mark	Noguchi, Sara Dr.	
Cox, Sarah	Lomeli, Tony	Noonan, Krista	



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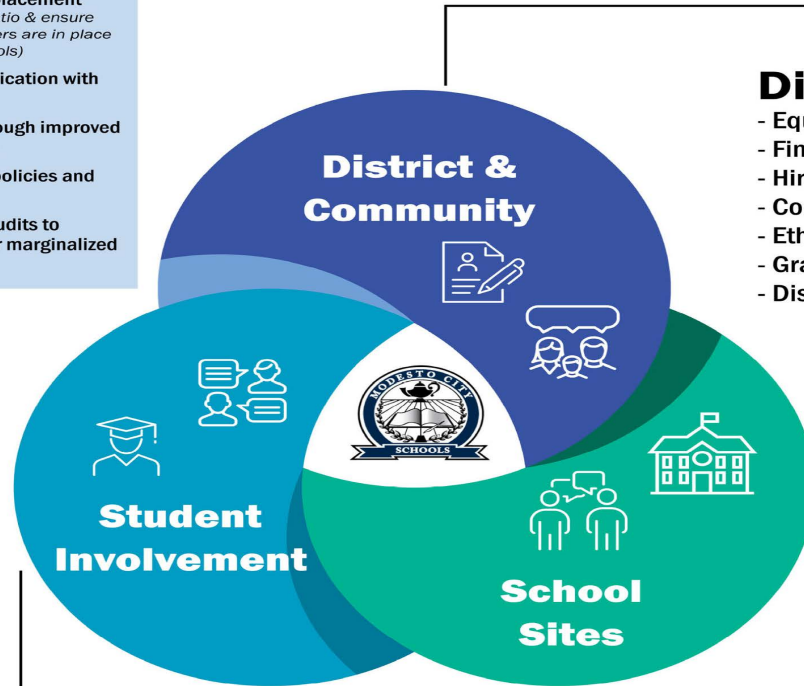


# Equity & Racial Justice Framework

## Year Two

### Task Force Goals:

- Increase teacher diversity
- Analyze teacher placement  
*(Teacher/student ratio & ensure experienced teachers are in place in high needs schools)*
- Improve communication with parents of color
- Develop trust through improved customer service
- Analyze grading policies and course offerings
- Conduct equity audits to ensure access for marginalized student groups



### District & Community

- Equity & Racial Justice Committee
- Finalized MCS Racial Equity Statement
- Hired Equity & Intervention Specialist
- Community Forums - Listening & Learning
- Ethnic Studies Class (with CSUS)
- Grading Practices Task Force
- District Professional Development & Training\*
  - Whole District Keynote Speaker
  - 0.5% PD\* for Certificated & Mngmt Staff
  - Masters Learning Series

### School Sites

- Principal Training\*
- Site Equity Team Training\*
- Bi-Directional Teacher Surveys

### Student Involvement

- District Student Advisory Council
- Student Participation in Equity & Racial Justice Committee
- CSUS Partnership for Dual Enrollment in Ethnic Studies

### \*Professional Development & Training - Workshops Overview:

- |                                  |  |
|----------------------------------|--|
| - What is implicit bias?         | - Becoming racially & ethnically conscious |
| - How to talk about race         | - Cultivating cultural competency          |
| - Rooting out implicit bias      | - Debiasing our thoughts & actions         |
| - Understanding race & ethnicity | - Supporting Student Empowerment           |



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# Questions



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