

# Modesto City Schools Grading Task Force: “Equity & Excellence”

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Board of Education - November 8, 2021



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# Purpose of Presentation

- ▶ Purpose of the Equity Grading Task Force (GTF)
  - Participants of the GTF
  - Expectations of the members participating on the GTF
  - Overview of the GTF professional development
  - Next steps



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# Strategic Goal Alignment

- ▶ **MCS Goal 1:** *Increase academic achievement and ensure equitable access to enable all students to attain college and career readiness.*
- ▶ **MCS Goal 2:** *Ensure all employees have access to high quality professional development.*
- ▶ **Recommendation #5: Equity & Racial Justice Task Force:** *Analyze grading policies and course offerings. Also includes implementing grading for equity and ethnic studies.*



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# Purpose: Equity Grading Task Force

- As part of our ongoing MCS Equity work, we will build long-term capacity to support learning, effective instruction, and instructional leadership.
  - Aligns with Equity & Racial Justice Task Force recommendations.
  - School Leadership and Dr. Doug Reeves at Creative Leadership Solutions facilitated interactive workshops with the latest and most relevant research, interactive workshops focused on application and action, and coaching.



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# Equity Grading Task Force (GTF): Current Participants

- ▶ The Equity GTF is made up of the following:
  - 16 schools (*7 Elementary, 4 Middle/Jr. High Schools, 5 High schools*)
  - 66 TK-12 Teachers (*13 primary, 14 intermediate, 9 Middle/Jr. High, 2 MVA, and 28 High School*)
  - 4 Curriculum Coordinators
  - 6 Directors (*CIPD, Student Support Services, School Leadership, Ed Services/Alt. Ed*)
  - 18 Principals (*two are without teacher volunteers*)



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# Equity GTF Expectations:

- This is a **3-Year focus** as part of our Equity work in MCS.
- Year 1 is voluntary for teachers (participants must attend all five sessions).
- Teachers will be compensated via the 0.5% / 1% incentive (Professional Development) focused on Equity and our District Strategic Goals.
- All participants will have **access to direct coaching** from Dr. Reeves and Creative Leadership Solutions.



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# Equity GTF Expectations:

- Five after-school meetings (2-hrs) to learn classroom application, review/feedback, and re-application in the classroom (i.e., Action Research).

- **Meeting Dates:**

- **Intro Mtg/Prep:** September 17, 2021
- **Meeting 1:** October 18, 2021
- **Meeting 2:** November 16, 2021
- **Meeting 3:** February 24, 2022
- **Meeting 4:** April 6, 2022
- **Meeting 5:** May 9, 2022



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# Overview: Equity GTF Professional Development & Classroom Application

## ► Meeting 1: Effective Feedback

*In this seminar, we consider the elements of FAST feedback - Fair, Accurate, Specific, and Timely.*

*Task Force members will identify the principles and values that guide their discussions for the future.*

*In addition, we will review the core competencies of districts and schools that show Equity and Excellence.*



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# Overview: Equity GTF Professional Development & Classroom Application

## ► Meetings 2-4: Action Research

*In these seminars, each participant will receive feedback on the action research project.*

*Participants will share what they've worked on since the previous GTF meeting that follow the format of Challenge, Practice, and Results.*



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# Overview: Equity GTF Professional Development & Classroom Application

## ► Meeting 5: Science Fair

*Teachers need to see results of their work, not merely witness a workshop or seminar. Participants create an “Exhibition” of their work, consisting of a three-panel board addressing:*

- *What was the challenge?*
- *What did we do?*
- *What were our results?*

*The Exhibition’s intent is to publicly acknowledge the work of great teachers and administrators.*



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# Next Steps

- Establish and continue **TK-12 Principal Equity Grading Workshops** with all MCS TK-12 Principals.
- **2021-2022 school year:** Complete the Equity GTF meetings and build on the “Science Fair” to help improve student outcomes/grades.
- **2022-2023 school year:** Identify schools and teachers to participate as part of the GTF - Goal will be half the schools or teacher population participating.
- **2023-2024 school year:** Integrate Equity Grading Practices into teacher PLC (professional learning communities) work to maintain high academic standards while addressing individual student academic needs.



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# Questions



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