



African-American Equity Task Force – June 2018

Recommendation: District and School Structures to Promote Equity

Implementation Team Leads: Allen Smith and Bill de la Cruz

Accomplishments

- The Opportunity Gap cohort completed its first year with 30 schools and will be continuing in the 2018-19 school year.
 - Though a partnership with Dr. Eddie Fergus, the Opportunity Gap cohort schools receive school-based support through personalized, differentiated activities based on their current problem of practice.
- Required culturally responsive and bias training for new teachers.
- The Culture, Equity and Leadership Team continues to offer values-based leadership programs to all employees to build knowledge, skills and abilities in communication, change management, building trust through relationships, bias-awareness and more.
- DPS Board of Education adopted changes to district discipline policy related to suspensions and expulsions in ECE – 3.

Progress

- Designing and developing equity plans to pilot for the 2018-19 school year.
- Developing a new Values-Based Leadership Program for DPS team members called DPS Leadership Equity, which will be offered three times during the 2018-19 school year.
- Developing required professional development focused on bias and equity for school and district personnel.
- Collaborating with the Culturally Responsive Instruction, Engagement and Communication team on the implementation of 2018-19 Opportunity Gap cohort schools.
- Working with the Student Equity and Opportunity team to infuse equity work into trauma-informed practices, increase student supports and interventions.

Problem of Practice for Community Meeting:

How do we make equity work accountable, sustainable and actionable?

2018-19 Focus:

1. Develop the Equity Indicator: Work with schools and academic teams to develop a tool that will provide internal leaders and the community a comprehensive demographic view of their school community. This will assist leaders in making more equitable decisions.
2. Create the process for developing Equity Plans: Develop equity plans in pilot schools with red or orange SPF. Create a cross-collaborative pilot team of four to six schools and one to two departments to create an organizational equity plan.

Stay Informed:

Visit <http://celt.dpsk12.org> and go to the African-American Equity Task Force page for the latest progress updates and news.

Tip: Set a reminder on your calendar to check the webpage on the 15th of each month—this will ensure you stay updated on all African-American Equity Task Force work.

The Wisdom Team advises and works side-by-side with the implementation teams to ensure the recommendations are effectively implemented and evaluated on an ongoing basis.

Wisdom Team

- William Anderson
- Michael Atkins
- Trevon Brandhorst
- Kimberly Desmond
- Kinyata Jackson
- Trena A. Marsal (Deane)
- Sharikia Towers-Fulcher
- Unsuk Zucker

Senior Program Manager, Equity Initiatives
Leslie L. Juniel

Leads the ongoing work and implementation of the recommendations.

Implementation Teams

Five implementation teams are tasked with driving results toward each of the recommendations. These teams collaborate with multiple departments and organizations to develop and prioritize actions.

District and School Structures to Promote Equity

Team Leads:

- Allen Smith
- Bill de la Cruz

Culturally Responsive Instruction, Engagement and Communication

Team Leads:

- Dr. Danielle Harris
- Dr. Laura Summers

Targeted Supports for Students

Team Leads:

- Rochanda Jackson
- Danielle Johnson

Community and Family Resources

Team Leads:

- Dr. Sharon Bailey
- Iesha Mitchell (interim)

Equitable Employment Practices and Work Environment

Team Leads:

- Moe Cantrell
- Caleb Fields

African-American Equity Task Force Recommendations

Over a period of seven months, Denver Public School (DPS) staff and community members developed specific recommendations for defined levers of impact that will enable DPS to improve the experiences for African-American students, staff and families.

African-American Equity Task Force Working Groups