

# Alliance For Educational Equity Quarterly Meeting

January 25, 2022

# Welcome

**Superintendent Bob Thomas**

**Rosa Mar, co-chair**

# Approval of Minutes

# Equity Team Reports

# Academics

**Shannon Jackson / KCS co-chair**

**Rev. Sam Brown / Community co-chair**

# Goals

- Share of Black / Hispanic / Native American students achieving 41<sup>st</sup> percentile in oral reading fluency increases from 27% to 45% by Spring 2024  
(*Measurement tool: AimsWeb+*)
- Percent of economically disadvantaged students scoring “proficient” or “advanced” on Algebra I will increase from 4% to 35% by 2024
- Achieve parity between student enrollment and student success in advanced academic programming by 2024



# Discipline

**Brian Hartsell / KCS co-chair**

**Patricia Hammer / Community co-chair**

# Discipline

Goal #1: Inform and update policies and practices

1. Annual Review / Update of actions
2. Annual Training



# Discipline

Goal #2: Reduce the suspension rate and instructional days missed from school

1. Monthly data review with administration
2. Continue to monitor the consistency of implementation of consequences across KCS

# Discipline

Goal #3: Work to improve and enhance the Alternative School Program's experience

1. Streamline the process and enrollment
2. Ensure credits are earned while in attendance at ASP

# School Culture

**Janice Cook / KCS co-chair**

**Chrystal Brown / Community co-chair**

# School Culture

Goal #1: Embed culturally responsive practices in all areas of KCS systems and structures to create accessible and inclusive environments for all staff, students and families.

1. In school year 2021-22, the Department of School Culture will collaborate with district and school leaders to embed Cultural Responsiveness (CR) across student supports
2. Provide foundational CR training for all school-based staff by the end of the 2022-23 school year.
3. Establish a committee to explore instructional practices that connect CR to the TEAM rubric.



# School Culture

Goal #1: Embed culturally responsive practices in all areas of KCS systems and structures to create accessible and inclusive environments for all staff, students and families.

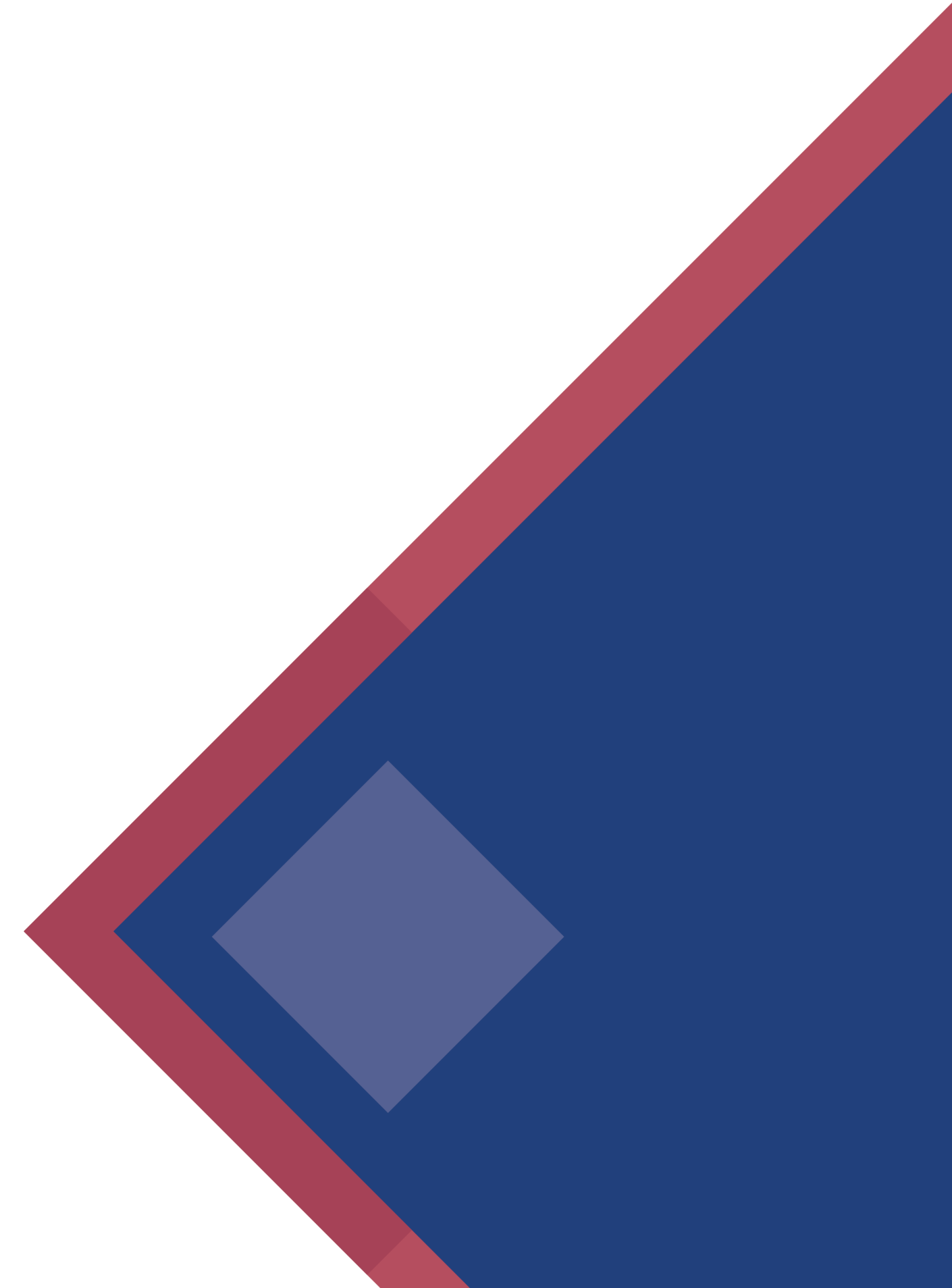
4. Train and empower a cohort of educators to facilitate structured dialogue in cultural learning and awareness in their building.
5. Provide educational resources related to cultural awareness and scheduled community activities for staff
6. Collaborate with REA on school culture survey to ensure representation of culturally, racially, and linguistically diverse families.



# School Culture

Goal #2: Utilize effective strategies to reduce incidences of chronic absenteeism within all state-identified groups, as there is a direct correlation between students' regular school attendance and their academic success.

1. Chronic absenteeism in the categories of Black, Hispanic and Economically Disadvantaged students will be reduced by 1.5% during the 2021-22 school year.
2. Each school will develop a chronic absenteeism team to increase focus and intentionality of supports for students and families.
3. School Culture Equity Team will increase collaboration and support students and families by engaging with other Equity Teams to strengthen and interconnect structures within KCS support.



# Training / Staff Development

**Nathan Langlois / KCS co-chair**

**Jalea Adams / Community co-chair**

# Training / Staff Development

Goal #1: Partner with the University of Tennessee-Knoxville / Knox Education Foundation on a Youth Educator Cohort to increase and retain needed diversity within KCS.

1. Continue meeting with UTK and KCS representatives to develop program curriculum and program expectations.
2. Hire Youth Educator Program Teacher / Liaison.
3. Meet and collaborate with funding partners.



# Training / Staff Development

Goal #1: Partner with the University of Tennessee-Knoxville / Knox Education Foundation on a Youth Educator Cohort to increase and retain needed diversity within KCS.

4. Collaborate with UTK, Principals and Counselors at partnering high schools to develop Youth Educator Program.
5. Publicize the Youth Educator Program at Austin-East, Central and Fulton High Schools.
6. Identify and select students to participate in the initial Youth Educator Program Cohort.

# Training / Staff Development

Goal #2: Conduct an inclusion study with the Tennessee Educators of Color Alliance and identify recruitment goals (% of educators of color to be hired) for the next 3 years to improve student / district outcomes.

1. Meet with TECA and design an inclusion study.
2. Set recruitment goals for teachers of color for the district.
3. Share inclusion findings and recruitment goals.

# Training / Staff Development

Goal #3: Increase partnership impacts and develop outreach / collaboration efforts with Historically Black Colleges and Universities and Hispanic Serving Institutions to increase retention and provide intentional professional development.

1. Reach out to Historically Black Colleges and Universities and Hispanic Serving Institutions within a 200-mile radius of Knoxville and inquire about possible partnerships.
2. Propose a teacher residency program to educational partners.

# Training / Staff Development

Goal #3: Increase partnership impacts and develop outreach / collaboration efforts with Historically Black Colleges and Universities and Hispanic Serving Institutions to increase retention and provide intentional professional development.

3. Identify funding partners for teacher residency program.
4. Hire two Master teachers to support / coordinate residency cohort.
5. Identify residency candidates / participants.

# Student Supports

**Sue Ownby & Inna Slisher / KCS co-chairs**

**Tim Buss / Community co-chair**

# Student Supports

Goal #1: 70% of students with disabilities will spend at least 80% of their instructional time in the general education setting.

1. Improve training and supports for paraprofessionals with focus on SPED instruction.
2. Report on the skills and topics offered to the paraprofessionals (TAs).
3. Look at possible federal grants for funding necessary support.



# Student Supports

Goal #2: Achievement among ELLs will increase by 3%

1. Provide supports for teachers with focus on the WIDA ACCESS growth.
2. Review literacy and diversity grants available to support ELL teachers' needs, such as BlueCross BlueShield professional development grant for ELL demonstration classroom.
3. Report on WIDA ACCESS and TN Ready.

# Student Supports

Goal #3: Increased graduation rate / post-secondary preparation such as ACT and CTE supports (engaging students in employment skills)

1. Record engagement in post-secondary activities such as Transition nights, PreCTE, CTE, or other related programming.
2. Remove barriers in supports for ACT such as summer program or other practice opportunities.
3. Engage students in employment skills.

# Student Supports

Goal #4: Increase in family engagement and supports (such as kindergarten readiness, enrollment, and supportive community resources)

1. Provide supports for Kindergarten registration.
2. Provide community supportive resources for families such as training, social support, and school supplies.

# Student Supports

Goal #5: Increase in language supports (utilizing “Talking Points” or similar tools)

1. Utilize language support such as Talking Points or similar tools with language supporting platforms.
2. Engage Family Community Liaisons during Kindergarten registration.
3. Engage Family Community Liaisons during enrollment at the Welcome Center.

# Communications

**Josh Flory / KCS co-chair**

**Liliana Burbano / Community co-chair**

# Communications

Goal #1: Increase digital engagement by Spanish-speaking families.

1. Launch Phase 1 of a Spanish-language version of [knoxschools.org](https://knoxschools.org) by June 30.
2. Post six staff / educator spotlights by June 30 to highlight a Spanish-speaking staff member.



# Communications

Goal #2: Increase awareness and knowledge of KCS among Spanish-speaking families.

1. Create a Spanish-language video library with basic information about topics such as enrollment, family engagement, state testing, etc. The goal is to have six videos in place by June 30.

# Communications

Goal #3: Consult the community about communication needs and challenges.

1. Conduct two focus groups by June 30, with the goal of conducting additional focus groups in Year 2. In the long term, focus groups will seek to gain insights about communicating with ELL families, Economically Disadvantaged families and Special Education families.

# Communications

Goal #4: Decrease language barriers for non-English-speaking families.

1. Provide input in the RFP selection process for a mass notification system, based on community input.
2. Add language-specific “Translate” buttons to the knoxschools.org website in a more visible, accessible location.

# Discussion

# Public Forum

Public forum speakers will be limited to three minutes, and are asked to address topics related to the KCS Equity Statement.

# Final Thoughts

## Superintendent Bob Thomas