

Equity Policy Proposal



FCPS SCHOOL BOARD WORK SESSION - 7/12/22

Today's presentation will provide an update on the development of a future equity policy for FCPS. The presentation will;

- Frame FCPS' work within the larger context
- Provide a draft timeline for an Equity Policy process to include public and stakeholder engagement
- Share possible components and considerations of a future equity policy for FCPS

Consider...

“While conversations about equity can sometimes become politically charged, educational equity is not a partisan issue.

Educational equity is first and foremost about ensuring that school districts fulfill their core mission: successfully educating all students so that they are prepared to be productive and engaged citizens.”

National School Boards Association (NSBA),
Reimagining School Board Leadership: Actions for Equity, 2021, p. 3



Virginia House Bill 127

An FCPS Equity Policy would align with recently passed legislation which prohibits:

“discriminating against any individual or group on the basis of race, sex, color, ethnicity, or national origin”



Our Charge...

The [One Fairfax Policy](#) and the FCPS Strategic Plan call for an educational experience that *"promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life"*.

It is the expectation that *"Fairfax County Public Schools will conduct analysis, devise plans, set goals, and take actions through specific practices, **policies**, and initiatives within their purview"* to ensure systems and structures are erected that support the equitable culture we are trying to establish and/or maintain.



Introduction

FCPS has been working on equity and cultural responsiveness since before these terms began to be used in the mainstream, however, there has never been an Equity Policy for the division. An equity policy is not a detailed plan – it is a *principle of action* which is vital when implementing an ideal as broad and multidimensional as Equity in as large and complex an organization as FCPS.



Proposed Timeline

What	When
Equity Policy Forum Topic	June 14, 2022
School Board 2 x 2 Conversations	June 23 – July 7, 2022
Equity Policy Work Session	July 12, 2022
Equity Policy Draft to School Board	School Year 2022–23
Public and Stakeholder Engagement*	School Year 2022–23
Equity Policy Revisions based on Feedback	School Year 2022–23
Final Equity Policy Approval by School Board	School Year 2022–23
Future Actions: Equity Policy Communication, Professional Learning, and Reporting	Following Approval

*See slide 8

Public and Stakeholder Engagement

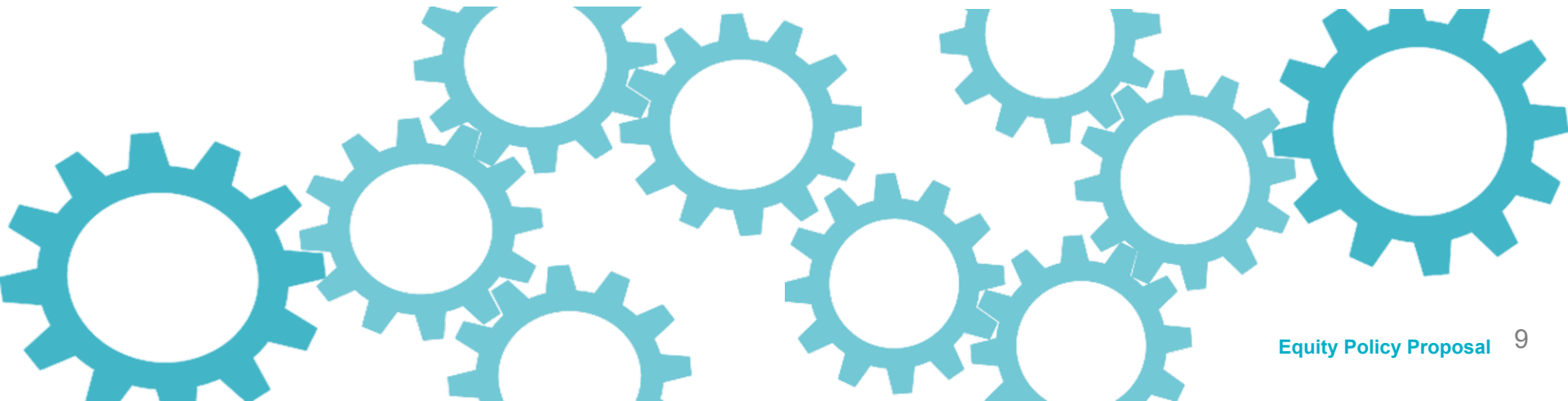
Will included, but not limited to...

- Public comments during Citizen Participation at School Board Meetings
- Constituent Communication
- Community Outreach
 - Focus Groups
 - Survey
 - SB Advisory Committees
 - FCPS Public Communication

Equity Policy Components

FCPS Equity Policy would include, but are not limited to:

1. Statement of Purpose
2. Definitions of terms
3. Goals to ensure equity
4. Measurement & Accountability



1 – Statement of Purpose

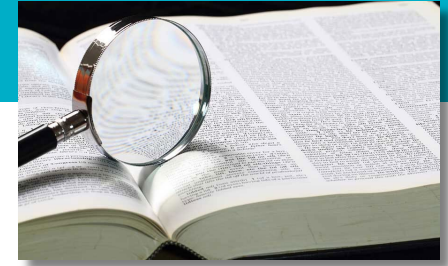
Demonstrate FCPS' commitment to valuing the diversity of our community; creating welcoming, inclusive, and culturally responsive school and work environments; and providing access and opportunity for all students to achieve and thrive.

Provide the foundation for teachers and administrators to address the disproportionate access and opportunity gaps, which have been exacerbated and illuminated by the pandemic.



Clarify and guide the work in schools and central offices to ensure alignment with division values and vision.

Codify our commitment to the Strategic Plan to look intentionally, comprehensively, and systematically at barriers and resource allocations which may be creating gaps in access and opportunity.



2 – Definition of Terms

Working definitions of common terms will be outlined in the policy to support our intentions of creating a welcoming, inclusive, and culturally responsive environment for **all students**. Terms to be defined will include but are not limited to:

- Access
- Bias
- Culture
- Cultural Responsiveness
- Cultural Proficiency
- Equality
- Equity
- Identity
- Inclusion
- Marginalization
- Opportunity

3 – Goals

Policy Goals will be written to ensure equity in the areas of:

- School funding
- Teaching & Learning
- Workforce
- School Environment
- Family & Community Partnerships
- Student Agency



Potential Actions

To demonstrate our commitment to equity:



- **School Funding** – Differentiate the distribution of resources based on students' needs and on the elimination of predictable outcomes.
- **Teaching & Learning** – Provide all students with relevant and meaningful learning experiences in which students are challenged and supported in an inclusive learner-centered environment.
- **Workforce** – Hire and develop highly-qualified teachers, administrators, and support professionals who reflect our community's diversity.
- **School Environment** – Foster a culture where the dignity of each individual is honored, everyone belongs, is included, and people interact without prejudice or bias.
- **Family & Community Partnerships** – Promote authentic partnerships with families and communities by seeking out the perspectives of those who have been marginalized.
- **Student Agency** – Create and cultivate inclusive systems which elevate student voice, foster agency, and build POG attributes.

4 – Measurement & Accountability

For each goal area, measurement, analysis, and accountability will be determined and specified to provide for continuous improvement.



**TO MEASURE IS TO KNOW,
IF YOU CANNOT MEASURE IT,
YOU CANNOT IMPROVE IT. - LORD KELVIN**

Some Data to be Considered:

- Student Achievement
- Disciplinary Referrals
- Course/Program Access
- Chronic Absenteeism
- Staff Recruitment & Retention
- Staff Diversity
- Family Engagement
- Welcoming Walkthrough
- Student Representation in Advanced Academics

Actions the Equity Policy Might Guide

- Conduct a Comprehensive Needs Assessment (CNA) and identify opportunities as related to student achievement, curriculum & instruction, professional development, parent/community involvement, and school perspective & organization.
- Develop a Professional Learning Plan to orient staff to policy, regulations, framework, and resources.
- Collaborate with HR to assist with training for new evaluation standard. (Standard #6 – Cultural Responsiveness)
- Develop a communication plan to ensure key messaging is consistent and pervasive throughout the division.
- Create and facilitate a process to engage internal and external stakeholders in the development of regulation, framework, and resource bank.
- Develop a process for data monitoring, analysis, and course correction.

Examples of School Divisions' Equity Policies

- [Albemarle County PS Equity Education Policy](#)
- [Arlington PS Equity Policy](#)
- [Howard County PS Equity Policy](#)
- [Northshore SD Equity Policy](#)
- [Virginia Beach City Equity Policy](#)
- [Winston-Salem/Forsyth County Equity Policy](#)



