



# Draft Equity Policy - Recap and Next Steps

**WCPSS Board of Education Policy Committee**

**August 30, 2022**

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# Grounded in WCPSS Core Beliefs



## Core Belief 1

Every student is uniquely capable and deserves to be challenged and engaged in relevant, rigorous, and meaningful learning each day.

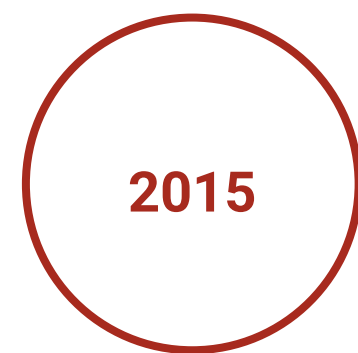
## Core Belief 2

Every student is expected to learn, grow, and succeed while we will eliminate the ability to predict achievement based on socioeconomic status, race, and ethnicity.

## Core Belief 5

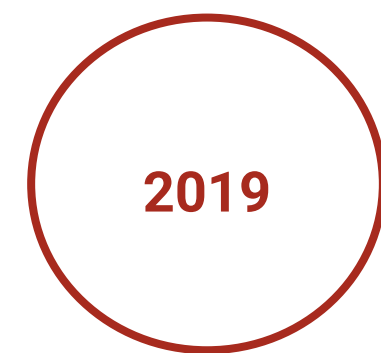
The Board of Education, superintendent, and all staff value a diverse school community that is inviting, respectful, inclusive, flexible, and supportive.

## Previous Work



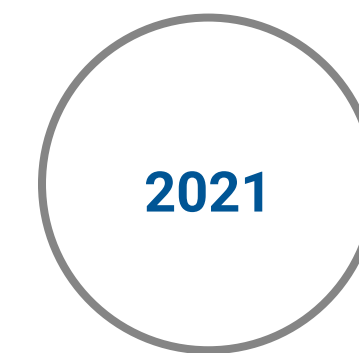
### Pre-Work

Raising Achievement Closing Gaps Committee began defining the need for policy; OEA began developing policy language



### Draft Policy Development

OEA drafted an equity policy



### Policy Committee

Proposed Equity Policy first reviewed by the committee; initial feedback was provided



### Follow-Up and Feedback

Policy Committee provided feedback on the proposed policy

# Changes since June 2021

- School experiences shaped by the pandemic
- Changes in the Board of Education
- Changes in personnel in the Office of Equity Affairs
- Development of a new draft WCPSS Strategic Plan

# Equity Policy Components

**Definition of Equity** - defines equity for WCPSS.

**Principles of Equity** - acknowledges social and historical factors while prioritizing the need to interrupt predictive associations and barriers to student achievement

**Commitment to Equity** - highlights WCPSS' commitment to creating more equitable schools

Outlines WCPSS action steps and deliverables for policy implementation

# Policy Committee Feedback

## Feedback from previous committee meetings include:

- pandemic has exposed systemic inequities across the district and society (ex: academic, access, resources)
- leveling the playing field for all students
- essential to define equity for WCPSS/definition needs revision
- alignment with definition and the rest of the policy
- going beyond a value statement to how to operationalize

# Policy Committee Feedback

## Feedback from previous committee meetings include:

- aspirational commitments
- making the language in the policy clear and concise (ex: “socialize intelligence”)
- narrowly focuses on achievement gaps
- connection to the Strategic Plan (policy to inform planning)
- equity is our north star, lens through which we should view all that we do (strategic planning)

# VISION, MISSION AND CORE BELIEFS

**Vision:** All Wake County Public School System students will be prepared to reach their full potential and lead productive lives in a complex and changing world.

**Mission:** Wake County Public School System will provide a relevant and engaging education and will graduate students who are collaborative, creative, effective communicators and critical thinkers.

## Core Beliefs

- Meaningful learning everyday
- Eliminated gaps
- Well-supported staff
- Improvement and innovation
- Diverse school community
- Partnership
- Learning environments

# STRATEGIC PRIORITIES FOR STUDENT OUTCOMES

*The most important strategic priority focus areas to achieve our mission and vision.*



## ESSENTIAL PILLARS

## Proposed Next Steps:

- Take feedback from the Policy Committee to make upgrades to the proposed draft policy
- Provide the Policy Committee with definitions of equity contained in policy of peer districts
- Obtain feedback on draft policy from additional stakeholder groups
- Work with Chief of Staff and Board of Education to build alignment between proposed policy and the strategic plan

**What feedback do you have around the proposed next steps?**

**What additional feedback do you have since the initial review of the proposed policy?**