



Revisions to the Draft Equity Policy

WCPSS Board of Education Work Session

October 4, 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.

Feedback from the August 30 Policy Committee Meeting:

- Definition of equity places emphasis of closing the gap between highest and lowest performing students.
- Need for clarity; Move from eduspeak to plain speak/language within the policy.
- Overall concerns with Principles of Equity Section.
- Equity should be the lens through which we operate.
- Include facilities and operations in commitments (Section C).

Questions/Feedback from August 30 Committee Meeting:

- How will we measure equity and effectiveness?
- How will the policy align with strategic planning?
- Equity Audit is needed to determine equity challenges and priorities.

WCPSS STRATEGIC PLAN FRAMEWORK

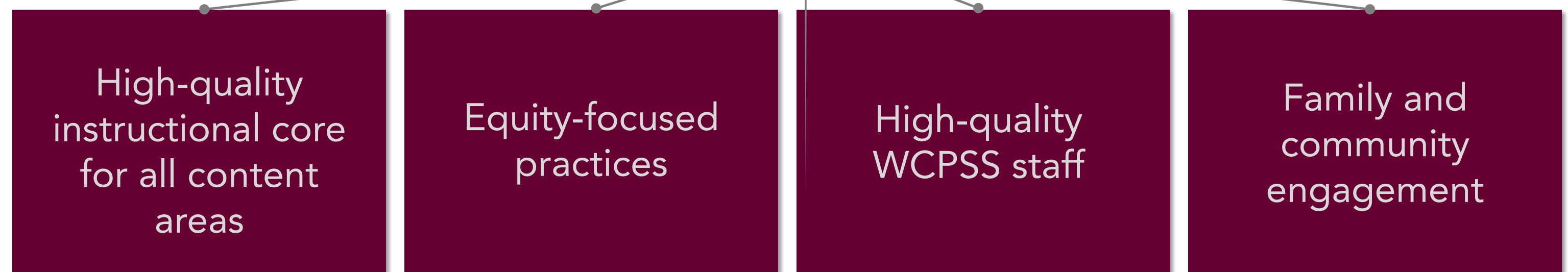
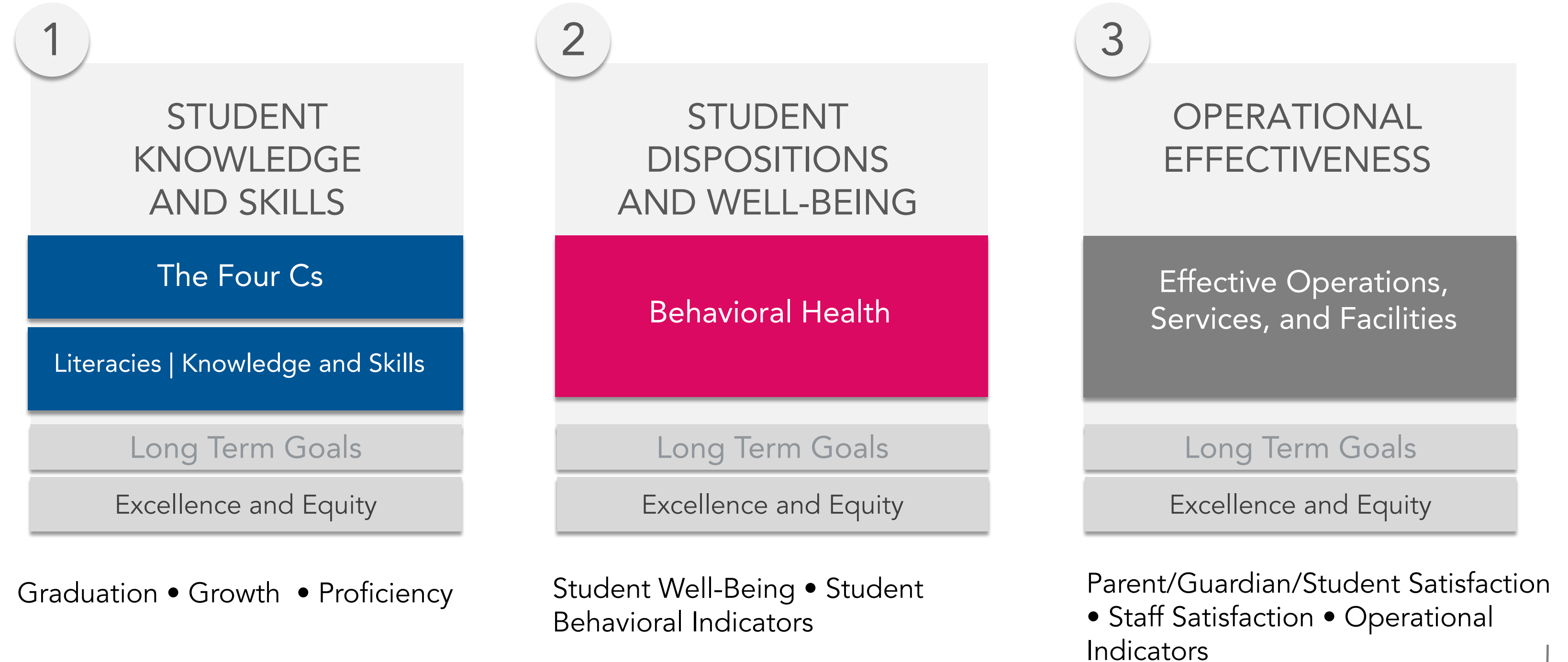
Vision: All Wake County Public School System students will be prepared to reach their full potential and lead productive lives in a complex and changing world.

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
- Eliminate gaps
- Well-supported staff
- Improvement and innovation
- Diverse school community
- Partnership
- Learning environments

STRATEGIC PRIORITIES



ESSENTIAL PILLARS

Equity Policy Components

Introduction - Includes system's commitment to anti-discrimination.

A. Definition of Equity - defines equity for WCPSS.

B. Equity Lens - acknowledges predictive associations to achievement and reflection for addressing inequity at the system and individual level.

C. Commitment to Equity - highlights WCPSS' commitment to creating more equitable schools and the application of the equity lens in an effort to achieve success for all students.

Policy Introduction

- Explicitly states the prohibition against discrimination, harassment and bullying.
- Contains links to Board Policy 1710 and 1730.
- Statement regarding the Board's belief and commitment in a fair, just and equitable education for all students.

Section A - Definition of Equity

- Equity is defined as an **action** and **outcome**.
- Equity as an outcome is connected to WCPSS Core Beliefs.
- Equity as an action considers equipping students and removing barriers.
- Definition moves away from focusing primarily on achievement gaps.

Section B - Equity Lens

- Acknowledges disparities exist and predictive association between race, ethnicity and socioeconomic status (WCPSS Core Belief 2).
- Progress toward equity is made by applying an equity lens through system approaches.
- Equity lens to be applied to policies, programs, practices and decisions.
- Progress toward equity is also made by applying an equity lens through self-reflection and assessment.

Section C - Commitment to Equity

- Describes ways equity will be implemented and expanded throughout the district.
- Application of the equity lens through strategic plan and priorities.
- Added commitment of access to equitable school and support facilities.

Next Steps

Feedback

- Superintendent's Lead Team - August 22, September 26, October 10
- WCDPAP Equity Committee - October 7
- Community Equity Leadership Team - October 12
- Superintendent Teacher Advisory Committee - October 13
- Wake PTA - DEI Committee - October 13, 14
- Superintendent Student Leadership Committee - November 7

What feedback do you have of the revised draft policy?

What will be the Board's next steps in this work?