

NAVIGATING EdEquityVA: Virginia's Road Map to Equity



Dr. James Lane, Superintendent of Public Instruction
Commonwealth of Virginia

Leah Dozier Walker, Equity Director
Virginia Department of Education



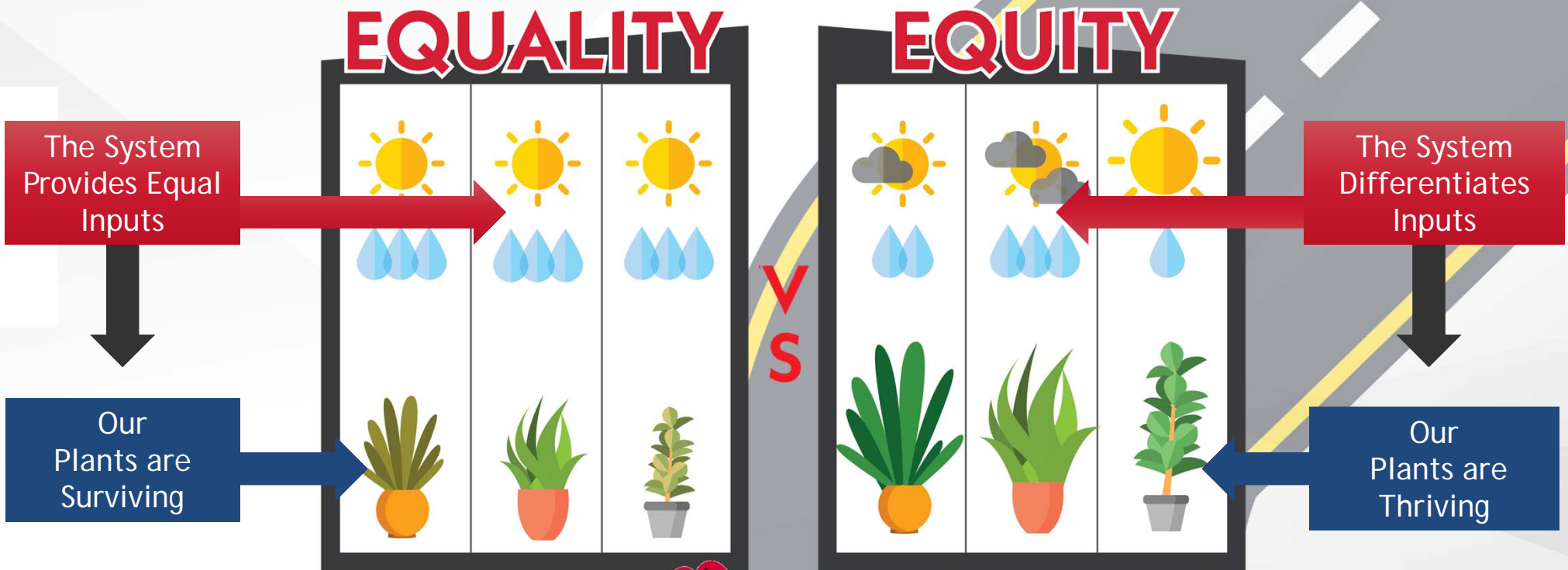
VIRGINIA
IS FOR
LEARNERS

Education Equity in Virginia



Education Equity is achieved when we *eliminate the predictability of student outcomes* based on race, gender, zip code, ability, socioeconomic status or languages spoken at home.

Operationalizing Systemic Equity



We Advance Equity When:

Students are at the center
(student voices are empowered and affirmed)

School environments are connected, culturally affirming, and restorative

Curriculum is reflective of students and inclusive of the true histories of genocide, enslavement, and resistance

Student and family voice, are centered and valued in decision making

Schools attract and retain educators of color and require culturally competent teachers and staff

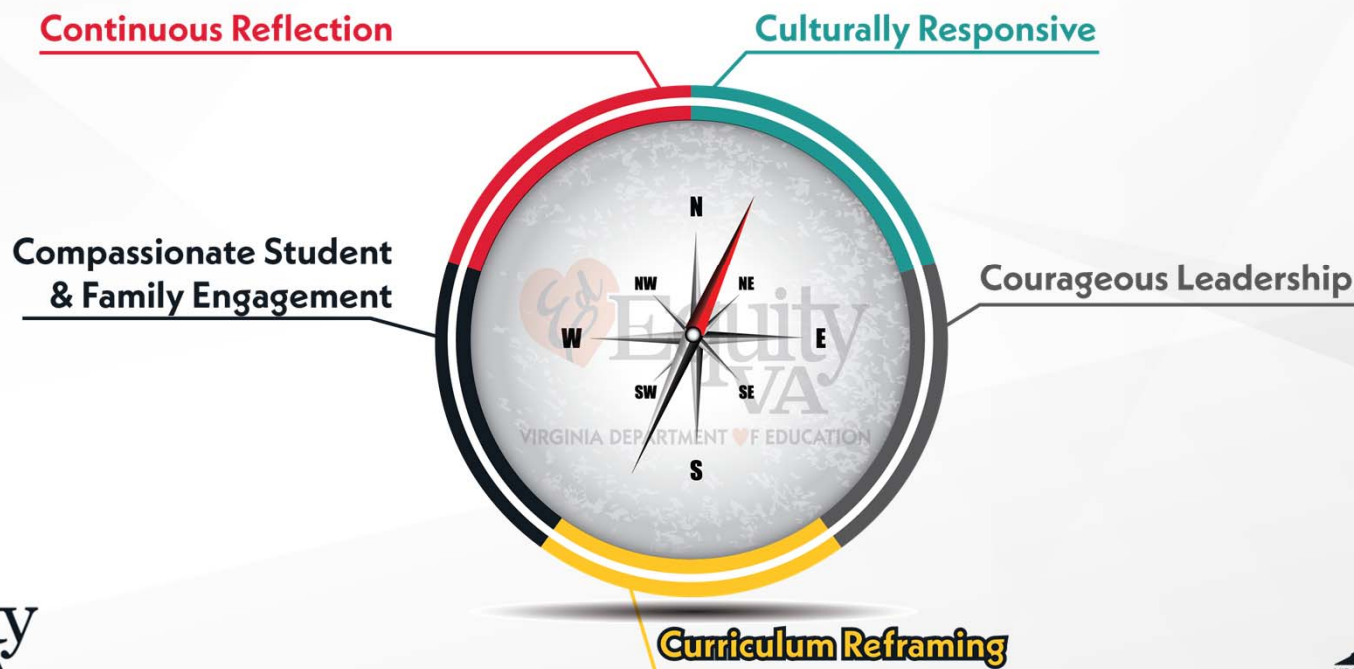
Funding and resource allocations are equitable on a statewide level and within districts

There is a clear and continuous process to identify and address inequities

Administrators, educators and other school staff are racially and socially competent

Adapted from: <http://re-center.org/why-we-do-it/our-strategies/theory-of-change/>

5C's of EdEquityVA



COMPASSIONATE ENGAGEMENT



- Social Emotional Learning (SEL)
- Student Supports
- Restorative Practices
- Asset-based Interventions
- Trauma Informed

COMPASSIONATE ENGAGEMENT

- Family engagement strategies and initiatives are developed and implemented through a cultural and economic competency lens.
- Utilize intentional strategies to engage non-English speaking families and acknowledging that the acquisition of language is a difficult process.
- Respect families' cultural and linguistic practices and customs.
- Ensure that students, families and caregivers have access to information and understand expectations of students.
- Advance instructional practices that sustain the languages, literacies, and cultural practices of multilingual students and students of color.



CONTINUOUS REFLECTION



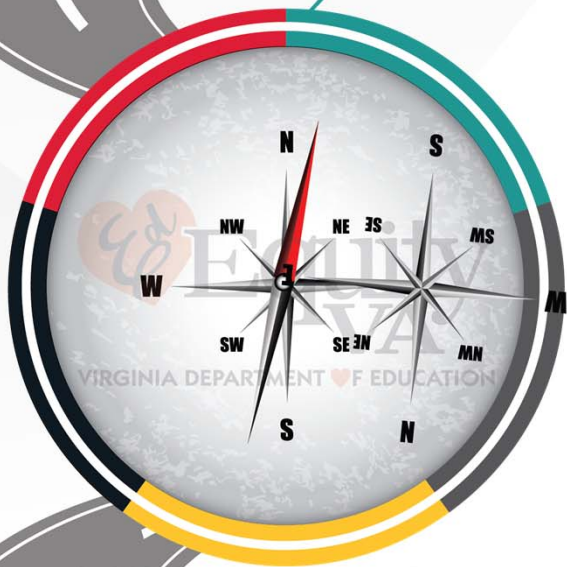
- Data Driven Decision Making - Culturally relevant data guides decision making
- An Equity Dashboard for data is published on the website
- Accountability Mechanisms
- Examine Implicit biases
- Engage students, families, and stakeholders
- Requires Self Awareness through Self Assessment

CONTINUOUS REFLECTION



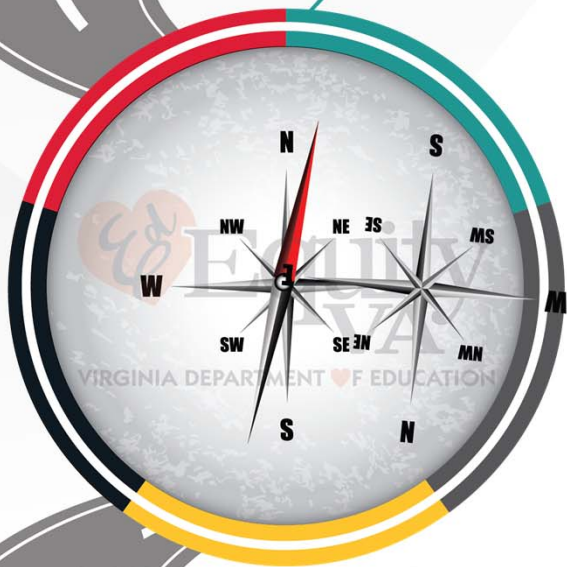
- Accepting that Cultural Responsiveness is endemic to effectiveness in all areas of learning for students from all ethnic groups.
- Performance measures aligned to equity goals are established, monitored, and communicated.
- Identify and communicate equity gaps and disparate impacts using relevant data.
- Equity informed assessments of school climate are implemented and the data is used in decision making.
- Review and allocate accordingly the human and financial resources required to advance equity and inclusion in school communities.

CULTURALLY RESPONSIVE EDUCATORS:



- Culture is centered as a vehicle for learning.
- Instruction is tailored to meet student needs.
- School climate fosters affirmation of ALL students.
- Power imbalances based on race, culture, ethnicity, and class are mitigated.
- Teacher Evaluation, Educator Licensing, & Teacher Preparation
- Staff communicates high expectations for ALL students

CULTURALLY RESPONSIVE EDUCATORS:



- See cultural differences as assets.
- Validate the inequities impacting students lives.
- Cultivate relationships beyond the classroom anchored in affirmation, mutual respect, and validation.
- Believe that ALL students can succeed and communicate high expectations for all students.
- Engage in reflection of their beliefs, behaviors, and practices
- Utilize students' cultures as vehicles for learning.
- Challenge racial and cultural stereotypes, prejudices, racism, and other forms of intolerance, injustice, and oppression.
- Mediate power imbalances in classrooms based on race, culture, ethnicity, and class.

COURAGEOUS LEADERSHIP

- Anti Racism & Equity Policy is explicitly stated and published to the broader community
- Equity Audit is conducted annually and results published
- School division leaders promote Diversity & Cultivate Responsibility for Equity
- Equity goals in Strategic Planning are explicitly stated
- Resource Allocation advances equity goals



COURAGEOUS LEADERSHIP

- Make inequities visible;
- Disrupt discourse, practices and policies that perpetuate inequities;
- Reimagine new ways to engage and co-design with communities so that each child and adult learns, thrives, and experiences a sense of belonging;
- Encourage programs that support multi-lingual language and literacy development;
- Normalize conversations about race, racism, and inequity
- Support teachers and building level administrators in efforts to address equity and racism.



CURRICULUM REFRAMING



- Audited for Cultural and Ethnic Inclusivity
- Culturally Relevant Content and Pedagogy
- Deeper Learning Aligned
- High Quality Instructional Resources
- Embeds Student Voice

CURRICULUM REFRAMING

- Are diverse groups from all rings of culture represented, validated, and affirmed?
- Are diverse ethnicities and nationalities authentically portrayed?
- Are there diverse family structures?
- Are differently-abled characters or characters with disabilities represented?
- Are stereotypes and perceived deficiencies of historically marginalized/oppressed cultures avoided in the narrative?
- Are female characters shown in a variety of roles?
- Are problems faced by historically marginalized/oppressed cultures resolved through the benevolent intervention of the dominant culture?

CENTERING EQUITY COMPASS (VIRGINIA'S EQUITY 5C'S)

Continuous Reflection

- Data Driven Decision Making -Culturally relevant data guides decision making.
- An Equity Dashboard for data is published on the website.
- Accountability Mechanisms
- Examine Implicit biases
- Engage students, families, and stakeholders
- Requires Self Awareness through Self Assessment

Compassionate Student & Family Engagement

- Social Emotional Learning (SEL)
- Student Supports
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Culturally Responsive

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Courageous Leadership

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Curriculum Reframing

- Cultural Competency Audit
- Culturally Relevant
- Deeper Learning Aligned
- High Quality Instructional Resources
- Embedding Student Voice



VIRGINIA DEPARTMENT OF EDUCATION



VIRGINIA
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Closing
Opportunity
Gaps

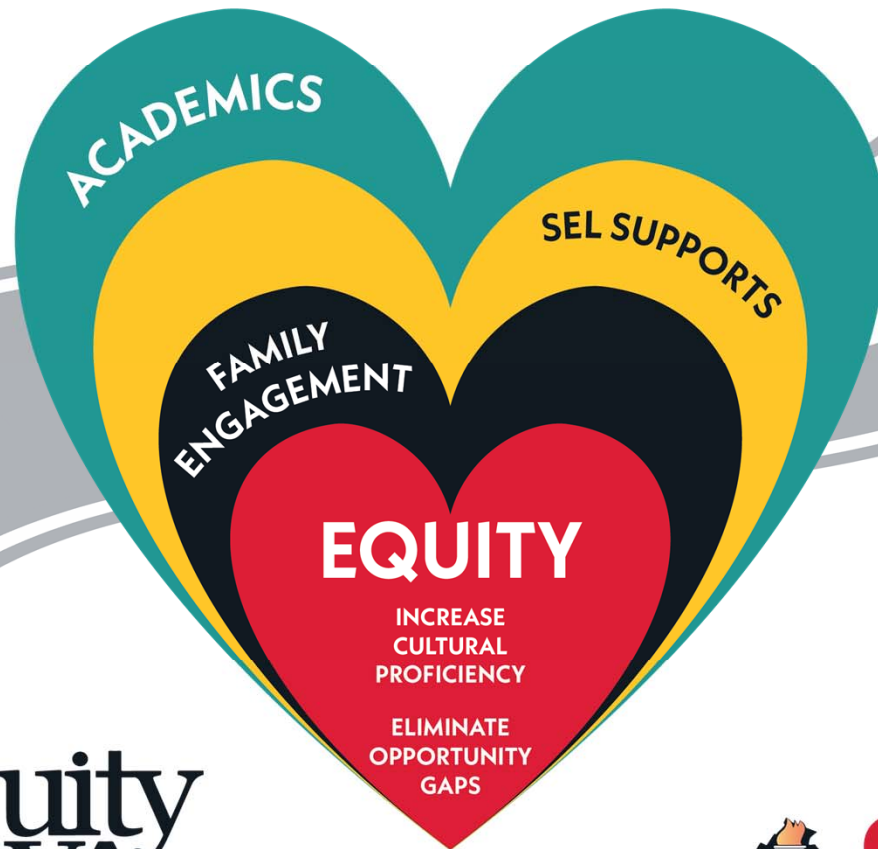
Increasing the
Cultural Competency
of Virginia's Educator
Workforce



Virginia's leaders have a shared responsibility to deliver on the promise of a high-quality education for every child, and together, with intentional action to dismantle racism and eliminate achievement gaps, we can fulfill that promise for every learner.

- Virginia Board of Education

CENTERING EQUITY





Closing Opportunity Gaps

Academic Rigor

Targeted Student Supports

Differentiated & Scaled Instruction

Infrastructure: Facilities & Technology

Accelerated Academic Programs

Teacher Assignment

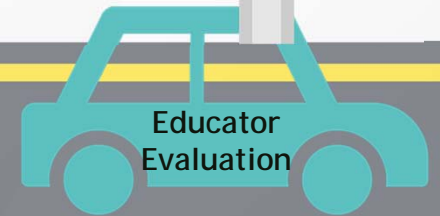
Resource Distribution

Social Emotional Learning



VIRGINIA IS FOR LEARNERS

Increasing the Cultural Competency of Virginia's Educator Workforce



FUELING



- Model Policies
- Audit Tools
- Research & Resources
- Technical Assistance

- Model Equity Audit
- Model Equity Policy
- Model Anti-Racism Policy
- Model Transgender Policy
- Equity Curriculum Audit Resources
- School Discipline Equity Audit
- Model Equity Dashboard
- Social Emotional Learning (SEL) Best Practice Guide(CASEL)

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#VAis4Learners



- www.VirginialsForLearners.Virginia.Gov/EdEquityVA
- EdEquityVA@doe.virginia.gov
- www.doe.virginia.gov
- superintendent@doe.virginia.gov