To: The Board of Education and Dr. Dennis Carpenter, Superintendent

From: Dawn Smith, Assistant Superintendent of Equity and Student Services

RE: Executive summary and recommendation

Date: February 15, 2019

The purpose of the LSR-7 Equity Plan is to provide a framework for equity-based work to support identified recommendations outlined in the Academic Systems Review. Equality and equity are vastly different. Equality in education is achieved when all students have the same opportunity as their counterpart to access and resources. In contrast, equity is achieved when all students receive what they need, when they need it so they are college, career or workforce ready.

Background

In the spring of 2016 the Instructional Operations Team requested an Academic Systems Review as a part of continuous school improvement efforts. The goal of the review was to gain a clear analysis of where our school district was relative to teaching and learning, as well as to get guidance and feedback in areas for improvement to better meet the needs of our LSR-7 students and families. The reviewers triangulated information from review of documentation, interviews, classroom visits and surveys to arrive at sixteen findings and nine recommendations. The recommendations from the Academic Systems Review provided a road map to assist with removing barriers to support our school district with achieving its vision and mission.

Process

The scope of the work utilized the recommendations of the Academic Systems Review, student achievement data and collaboration with teams and parents to elicit feedback for concepts and strategies to achieve the valued outcome. The feedback gathered was utilized for revisions and additions. Recently, a request for research specific to Lee’s Summit R-7 Schools was conducted by a Board approved contract with EAB Global. Inc. The project explored implementation and logistics of professional development for teachers and administrators around the country. The research employed primary and secondary techniques to understand how school districts design and implement professional development for teachers and administrators with similar demographics and characteristics to our District. The research produced examples of key observations, implementation of District-wide Equity Plans, professional learning opportunities, and assessments of equity and inclusion.

Recommendations

The purpose of this proposal is to recommend the approval of the LSR-7 Equity Plan.
Acronyms and Descriptions

MTSS: Multi-tiered Systems of Support is an educational system with a tiered infrastructure that uses data to help match academic and behavioral support to students’ needs. (SWIFT Project)

TIC: Trauma Informed Care is an organizational structure and treatment framework that involves understanding, recognizing and responding to the effects of all types of trauma. (Trauma Informed Care Project)

CFMP: Comprehensive Facilities Master Plan
EAB Global, Inc.: Educational Advisory Board
ASR: Academic Systems Review
JAG: Jobs for America's Graduates
EOS: Equal Opportunity Schools
AVID: Advancement Via Individual Determination

Key Terms

Culturally Relevant Education is a way of teaching that empowers students and incorporates their cultures, backgrounds and experiences into the school environment and classroom activities. (NYU Steinhardt CRE Practice Guide)

Social Emotional Learning (SEL) is the process through which children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. (CASEL)

Student Achievement Gap: refers to any significant and persistent disparity in academic performance or educational attainment between different groups of students.