

Equity Audit: Norwood Public Schools

Progress Summary
September 2021

Equity Audit Overview

What is an Equity audit and why is Norwood Public Schools conducting one?

- An Equity Audit is a comprehensive analysis of a district's policies, practices, systems, along with the experiences of its students, families, and staff to identify opportunities to expand equitable access to an excellent education.
- NPS has engaged the nonprofit Mass Insight Education & Research to facilitate an Equity Audit in pursuit of its goal to foster an equitable, inclusive, welcoming community.

How will the Equity Audit be conducted and what will be the results?

- The Equity Audit will be conducted through the fall and winter of the 2021-2022 school year and will include focus group interviews and surveys of students, families, and staff, analyses of existing policies, processes, and systems. Please see the table below for more details.
- The Equity Audit will:
 - **Give the district a clear understanding of its current strengths and areas for growth regarding equitable opportunities for all students**
 - **Provide actionable recommendations for improving equitable practices, and**
 - **Lead to the development of a strategic plan that will focus attention and resources on supporting Norwood's diverse students, staff, families and community.**

Equity Audit Timeline

Phase and Timing	Key Activities
Equity Audit Preparation and Planning: <i>Spring - Summer 2021</i>	<ul style="list-style-type: none"> Establish norms, expectations, and working relationships among Mass Insight, Norwood Public Schools, and key stakeholders, including sessions with students, families, and staff to prepare for the audit process
Data and Artifact Analysis: <i>Summer 2021</i>	<ul style="list-style-type: none"> Identify, compile, and analyze key data and artifacts related to structures, systems, processes, and outcomes in NPS
Stakeholder Engagement: <i>Fall 2021</i>	<ul style="list-style-type: none"> Collect and synthesize a wide range of experiences from NPS students, families, staff, and community members through interviews, focus groups, and surveys
Analysis and Presentation of Findings: <i>Winter 2021</i>	<ul style="list-style-type: none"> Publish and present findings to NPS and the broader Norwood community
Strategic Plan: <i>Early 2022</i>	<ul style="list-style-type: none"> Use Equity Audit findings to develop an explicit strategic plan in pursuit of NPS's commitment to equity

What's Been Done

Spring/Summer 2021: Preparation and Planning

- Established norms, working relationships, and goals for the project
- Facilitated audit vision-setting session with key stakeholders including families, teachers, staff, and administrators

Summer 2021: Data and Artifact Collection

- Shared dozens of artifacts and data sets for analysis in audit, including those related to organizational structures, policies, procedures, curricula, finances, student data, staff data,, special education, English language learners, family engagement, and more

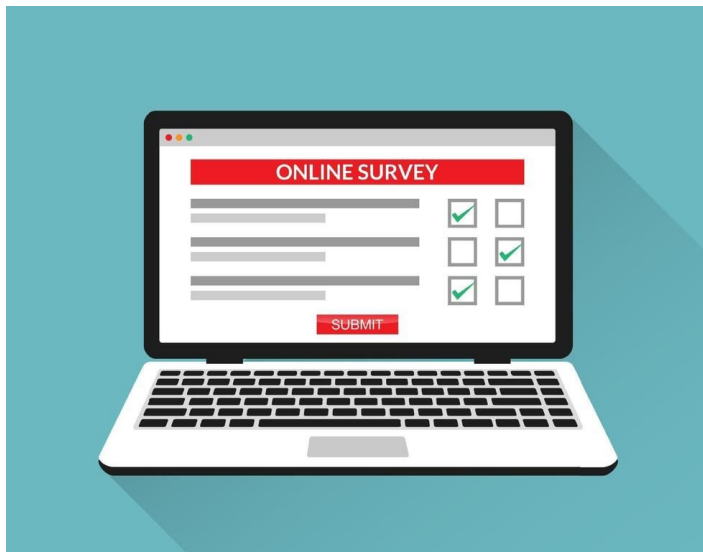
Fall 2021: Stakeholder Engagement Planning

- Developed customized tools including survey questions, focus group configurations, and interview topics based on Norwood's unique context
- Coordinated with schools to develop a schedule to hear as many perspectives as possible through focus groups, interviews, and surveys with students, families, staff, and administrators

What's Happening Now

Fall 2021: Stakeholder Engagement Kickoff

- Communicating opportunities for stakeholders, including students, families, and staff, to participate in surveys and focus groups- stay tuned!
- Launching focus groups, interviews, and surveys in late September and early October
- Synthesizing stakeholder input in real time to inform audit process and focus areas



What's Still to Come

Winter 2021-2022: Analysis and Presentation of Findings

- Mass Insight team will synthesize information collected, including data and artifacts and stakeholder input, to develop a report with key findings for NPS
- Findings will include strengths to build on and areas to improve with respect to providing an equitable education for all students across a range of functional areas
- Mass Insight will communicate findings to School Committee, NPS leadership, and the broader Norwood community

Spring 2022: Strategic Planning

- Using the Equity Audit findings, Mass Insight will work with NPS to develop an explicit strategic plan in pursuit NPS's commitment to equity

How to Get Involved

- Stay tuned for updates through district and school newsletters, emails, and other announcements
- Sign up to participate in a focus group interview
- Complete the online survey for your stakeholder group (students, staff, families, and community members)