



# Culturally Responsive Education and Equity Practices

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# Overview of Culturally Responsive Education and Equity

## Culturally Responsive Education (CRE) and Equity

- ▶ Intermittent CRE training, intentional hiring practices, and a community based culturally responsive mechanism to support new hires of color
- ▶ Citation for disproportionality -Mandates
- ▶ Root cause analysis conducted by New York University (NYU)
- ▶ CRE training provided by NYU
- ▶ Attorney General Assurance of Discontinuance- Mandates
- ▶ Co-Facilitation Model partnering with NYU
- ▶ Equity Policy Committee
- ▶ CSDA participation at recruitment fairs (HBCU's), new teachers are exposed to CRE during new teacher orientation



# Goal 1: Professional Development

By June 2019, CRE facilitators will provide professional development on Culturally Responsive Education (CRE) and Equity Practices to 60 administrators, teachers, paraprofessionals and support staff to ensure that these pivotal stakeholders have the capacity to support children and families equitably. All staff who attend the training will be able to implement at least one of the three pre-identified CRE Walkthrough “look-fors” and a decrease in CoBRAS scores.

## Key Activities:

- ▶ Professional development for Cohort 7 and 8 - shift in training
- ▶ Increase co-facilitators - 10
- ▶ Create CSDA specific training modules



# Goal 2: Equity Policy

By February 2019, the district will create and implement a district wide Equity Policy that is rooted in Culturally Responsive Education (CRE) and Equity Practices among administrators, teachers, paraprofessionals and support staff. As a result of this policy there will be a 10% increase from the baseline results of Equity Assessment of programs by schools and departments and in NYU survey results.

## Key Activities

- ▶ Develop District Equity Policy
- ▶ Develop a District Equity Policy Team
- ▶ Collect and analyze NYU Survey data to determine next steps



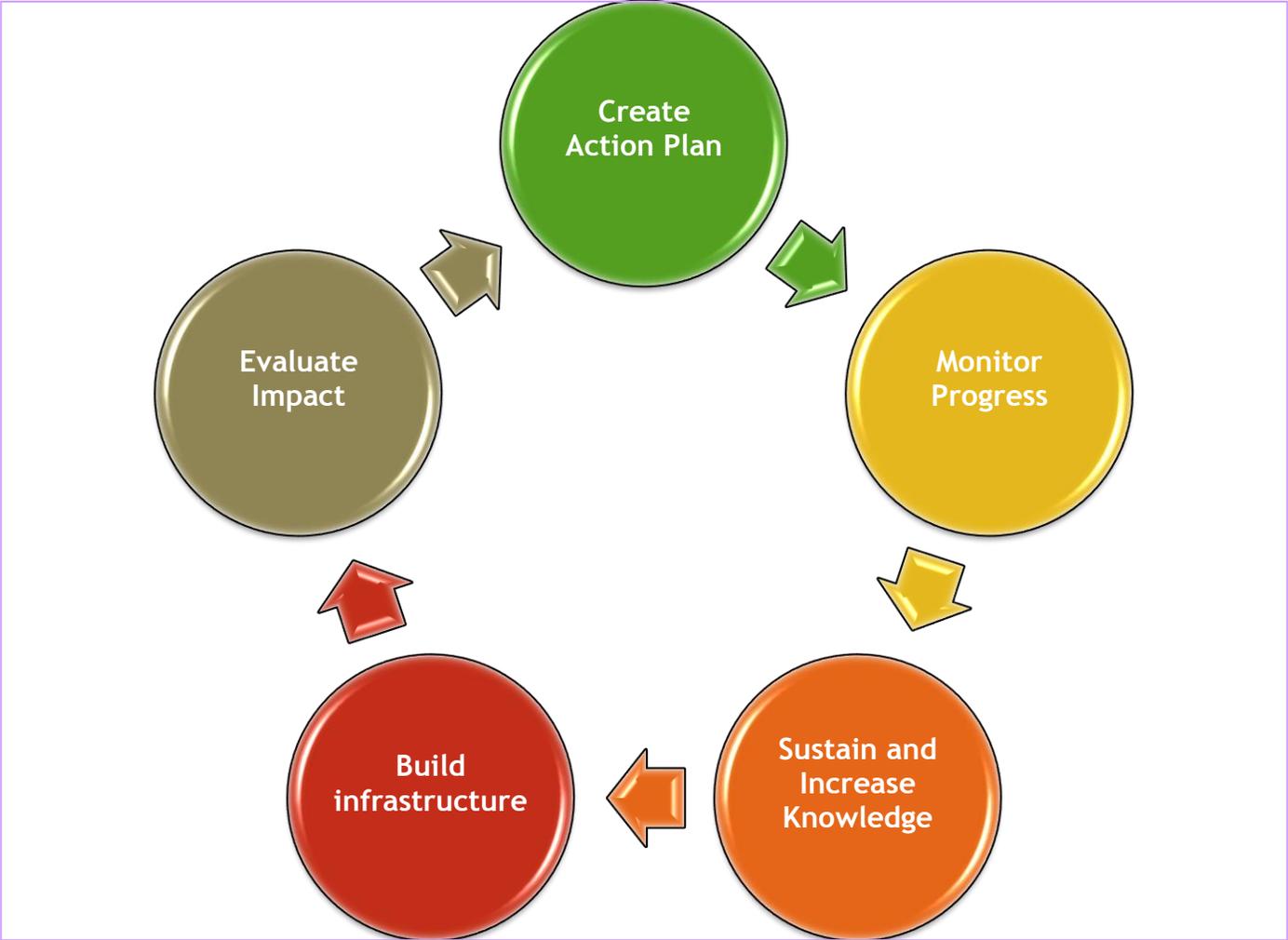
## Goals 3: Equity Teams

By January 2019 School Building Equity Teams and District Equity Teams will be identified and formed to build Culturally Responsive Education (CRE) and Equity Practices among administrators, teachers, paraprofessionals and support staff. There will be a 10% increase from baseline results of Equity Assessment of programs and in the NYU survey. All buildings will demonstrate at least one of the three pre-identified CRE Walkthrough “look-fors”.

### Key Activities

- ▶ Equity teams at the building level (BET) and department level (DET)
- ▶ CRE Facilitators support Equity Teams
- ▶ Establish baseline
- ▶ Continuous Growth Cycle

# CRE and Equity Continuous Growth Cycle



# Goal 4: Youth Empowerment



By August 2019, The Principal on Special Assignment for CRE and Equity Practices will organize a group of CSDA students (Youth Equity Stewardship) who will be a voice for equity and systematic transformation. They will create a vision and supporting activities of what education can be from the lens of our students. This will result in an increase of student led activities, that increase both student and adult awareness of CRE and Equity as measured by a 10% increase in the NYU survey.

- ▶ Planning
- ▶ Recruitment of a diverse group of students
- ▶ Engage in Youth Empowerment activities



# Goal 5: Human Resources and Community Engagement

By September 2019, a plan to recruit a diverse workforce that includes administrators, teachers, paraprofessional and support staff that are open to and aware of culturally responsive education and equity practices will be implemented and we will have a 10% increase in the diversity and retention of our employees.

## Key Activities

- ▶ Increased Media Presence
- ▶ Participation in Recruitment Fairs
- ▶ Community Partnerships
- ▶ Diversity Resource Guide
- ▶ Diversity Retention



# Current Activities and Questions

- ▶ Develop Equity Policy (in process) 2 planning meetings to date
- ▶ Onboard New CRE Facilitators (4 new facilitators added)
- ▶ Continue CRE training to impact 60 participants (in process with first 30)
- ▶ Plan recruitment fairs and train district representatives
- ▶ Meeting with key faculty and staff to develop the Youth Empowerment Groups November 1, 2018
- ▶ Meeting with building and department leaders to establish baseline and develop Equity Teams November 8, 2018
- ▶ Connecting with community groups and other schools (ongoing)
- ▶ Developing the District CRE module (summer work)

# Questions

