Culturally Responsive Education and Equity Update

Board of Education Presentation

December 21, 2023
DISTRICT VISION

The City School District of Albany will be a district of excellence with caring relationships and engaging learning experiences that provide equitable opportunities for all students to reach their potential.

DISTRICT MISSION

We will work in partnership with our diverse community to engage every learner in a robust educational program designed to provide the knowledge and skills necessary for success.

DISTRICT GOALS

Increase student achievement; Enhance the delivery of quality instruction; Build our leadership capacity; Empower families; Partner with our diverse community
District-wide CRE in Action

- SCEP Plans
- RULER (Recognizing, Understanding, Labeling, Expressing and Regulating Emotions)
- No Place for Hate
- CRE Training - commenced in 2015-2016 and ongoing
- BELT - Staff Equity Teams (Building Equity Leadership Team)
- One School/One Book
- Building Student Equity Teams
- Social-emotional learning
- Curriculum and Instruction
- Albany International Center/DLP
- Central Registration - Translators
CRE PD: NYU Partnership

A three-pronged approach in 2023-2024

● District administrators’ PD (three 3-hour sessions)
  ○ Develop an understanding of the NYSED Culturally Responsive and Sustaining Education (CR-SE) framework
    ■ Equity core practices for leaders
    ■ Application in schools (i.e.: mindsets, policies and daily practices)
    ■ Develop concrete action steps for School Equity Teams to support implementation

● CRE - Co-facilitation and coaching (district and NYU)
  ○ NYU will co-facilitate the CR-SE education content
    ■ NYU will develop and train district facilitators on a CR-SE training framework
    ■ NYU will meet with seven district CRE facilitators in advance of six cohort training sessions

● CRE cohort training
  ■ NYU will co-facilitate with district CRE facilitators
    ● Cohort: Two members from each school’s Staff Equity Team
    ● Training will include six full-day, in-person sessions
Equity Teams in Our Schools

Equity Leadership Team goals are to:

- Develop a strong foundational understanding of the Equity Standards
- Ensure ongoing conversations about diversity, equity, inclusion and justice
- Create and foster an inclusive and fair environment
- Develop and engage all staff in professional learning
- Continue to display growth and student proficiency with testing and curricular resources
- Create student leadership opportunities (student-led workshops, peer-led discussion and student-run school-wide initiatives).

- Align SCEP to:
  - Ensure equitable practices are aligned with grade-level standards based instruction; data-driven decision making; and student engagement/participation strategies (coaching cycles, classroom visits, walk throughs).
  - Strengthening Tier 1 classroom management → RULER
  - Eradicate disproportionality
Building Equity Teams in Our Schools → Examples of Our Work

- Engage our students in a One Book, Once School intitivative
- Continue to intentionally link equity work with building leadership work
- Establish a common focus among the entire school community around high quality academic programming
- Focus on using student outcomes to monitor response to instruction
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JERRY CRAFT
Student Equity Teams in Our Schools — Examples of Our Work

Increase Student Voice and Leadership Responsibilities through:

- Character Cohorts
- Develop school wide activities
- Student Government
- Support planning and execution of service projects in an effort to impact change in their community
- Students as facilitators of student town halls, data presentations, honor roll ceremonies, character cohorts (RULER themes), etc.
CRE in our Classrooms: Elementary

- ELA - Explicit reading instruction and grade-level standards - access for all students
- ELA - Discussion protocols established - everyone contributes (student voice)
- Social Studies - text sets to ensure that students read and learn about multiple perspectives
- Math - Problem-solving structure with focus on exploration and synthesis; games and manipulatives are everyday resources
- Science - Hands on, inquiry-based opportunities for active engagement
- Enrichment, Acceleration & Intervention
  - Heggerty Curriculum - explicit reading (phonics) instruction to close gaps
  - ELA/SEL - Text sets on Identity, Grit and Perseverance, and Perspective under development for this spring grounded in multicultural children’s books (Lee and Low)
  - Math - multi-approach to intervention - Bridges curriculum, math games & IXL digital platform
CRE in our Classrooms: Secondary

- **ELA** - Culturally responsive curriculum with texts representative of Albany’s diversity; exploration of alternative, underrepresented perspectives
- **Math** - Focus on grade-level standards to close gaps in achievement; student voice
- **Social Studies**
  - Exploration of injustice, power structures, and social justice themes (also ELA)
  - Civics class (grade 12) - civic action project in partnership with community
- **Science** - Hands on, inquiry-based opportunities for active engagement
- **World Language** - focus on Cultural Practices & Perspectives as well as language learning
- **Encore** - Tech explicitly recruiting underrepresented populations to STEM; expansion of music opportunities at HS; Art portfolio pathway; MS CTE course variety

- **Overall:**
  - Focus on student voice and explicit discourse strategies to ensure all voices are heard
  - GLEAM Instruction - (Grade-Level, Engaging, Affirming & Meaningful)
  - Walkthroughs/classroom visits & two-way feedback to support staff
  - Assessment practices for multiple opportunities for success
QUESTIONS?