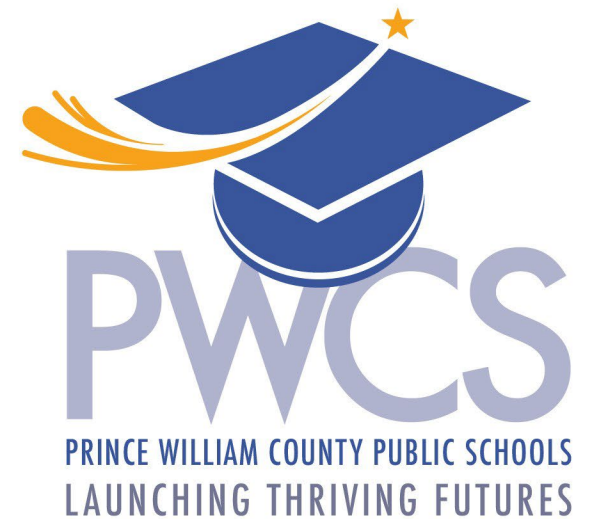


PWCS
Diversity, Equity, and
Inclusion
Implementation Update

November 15, 2022

Office of the Chief Equity Officer

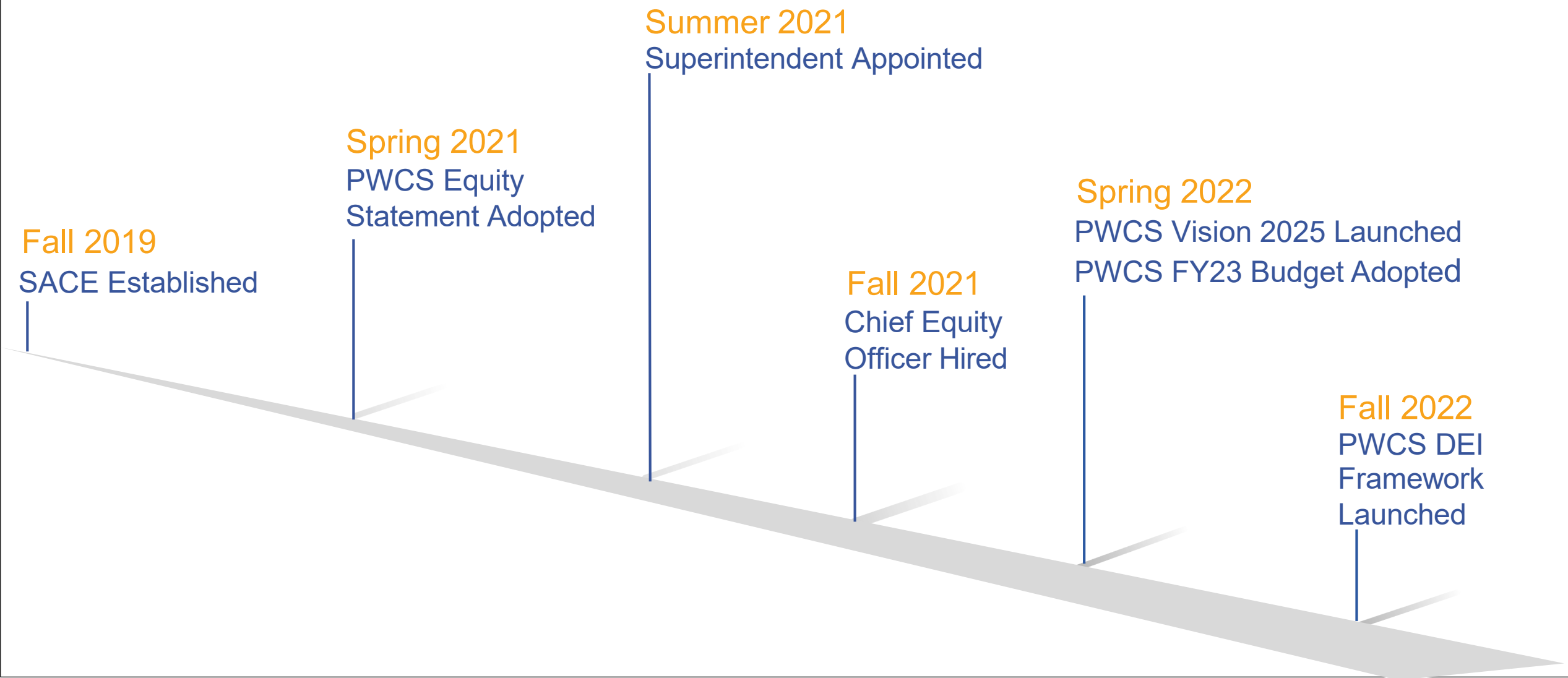


OVERVIEW

- Historical Timeline
- Launching Thriving Futures Vision 2025
- What is DEI?
- Equity and Equality
- PWCS Superintendent's Council on Equity
- DEI Conceptual Framework
- Implementation Update
- Next Steps



Historical Timeline



Launching Thriving Futures Vision 2025



Vision

Every student will graduate on time with the knowledge, skills, and habits of mind necessary to create a thriving future for themselves and their community.

Mission

- ▶ We serve as trusted partners in education with our students, families, and community.
- ▶ We prepare our students to be critical thinkers, responsible digital citizens, innovators and visionaries, resilient individuals, and global collaborators.
- ▶ We commit to inclusive practices and equity with an expectation of excellence from every student and employee every day.





Core Values



Equity

We strive to provide equitable opportunities and support for all students.



Inclusivity

We celebrate our diversity as a strength and welcome all students.



Innovation

We seek knowledge to create new and unique ideas to reach students.



Integrity

We trust that we do what is best for students through effective interpersonal relationships, dependability, and doing the right thing in all circumstances, even if no one is watching.



Resiliency

We believe in the process of adapting well in the face of adversity, solving problems, and coping with change and challenges.



Well-being

We take responsibility for the well-being of students' physical and mental health, and take measures to help students, families, and employees feel supported and protected, in order to thrive.

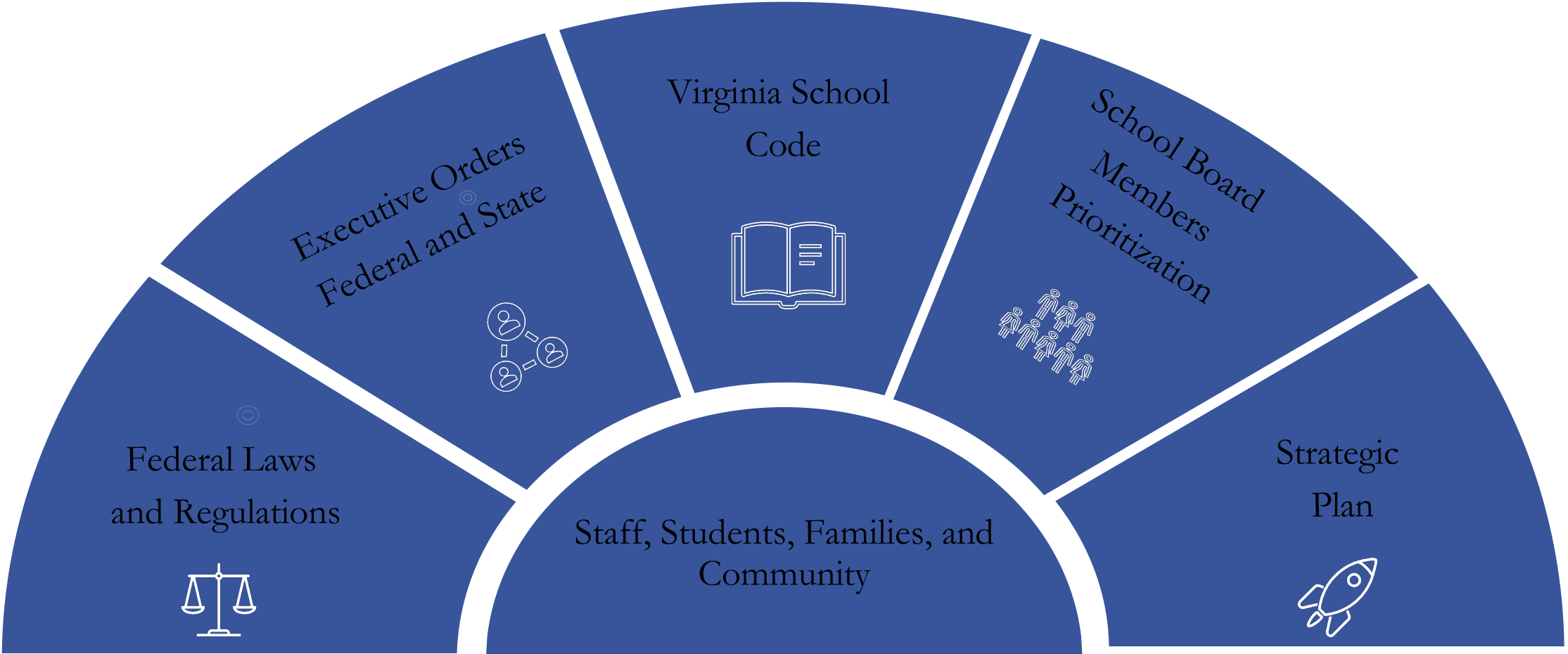


Key Commitments

- **Learning and Achievement for All** is our most critical commitment - it represents our promise to provide academic excellence for all.
- **Positive Culture and Climate** is our promise to provide a welcoming, supportive, and safe environment for teaching and learning; this environment will facilitate the academic journey for students.
- **Family and community engagement** represents the commitment to build collaborative, meaningful partnerships and trusting relationships to foster the success of all students.
- **Organizational Coherence** represents the conscious commitment to align the entire School Division as one team, united in a singular commitment to support all schools, students, and families.



5 Levers For Change



PWCS DIVERSITY, EQUITY, AND INCLUSION

What is DEI?



DIVERSITY encompasses a full range of human differences and similarities. Diversity includes organizational, external, and internal differences.

EQUITY is the fair and impartial provision of resources, access, and opportunities to all students based on need regardless of race/ethnicity, gender, ability, socio-economic status, area of residence (including rural locations), or sexual orientation.

INCLUSION is the ability to create conditions for all students and staff to feel welcomed, valued, and positioned for success.



Equity **AND** Equality



In this first image, it is assumed that everyone benefits from the same support, they are being treated **equally**.



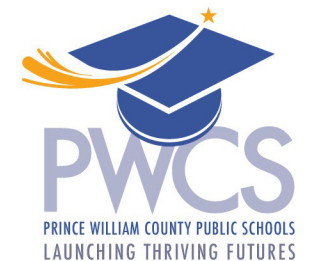
Individuals are given different support to make it possible for them to have equal access to the view. They are being treated **equitably**.



All three can see the view without any support because the cause of inequality was addressed. The systemic barrier has been **removed**.

- Effective DEI strategies require equality, equity, and adequacy.
- Equity is about parity not reducing qualifications, nor lowering expectations.
- To achieve equitable outcomes, we must rewire the system to rewire behaviors.

PWCS Context



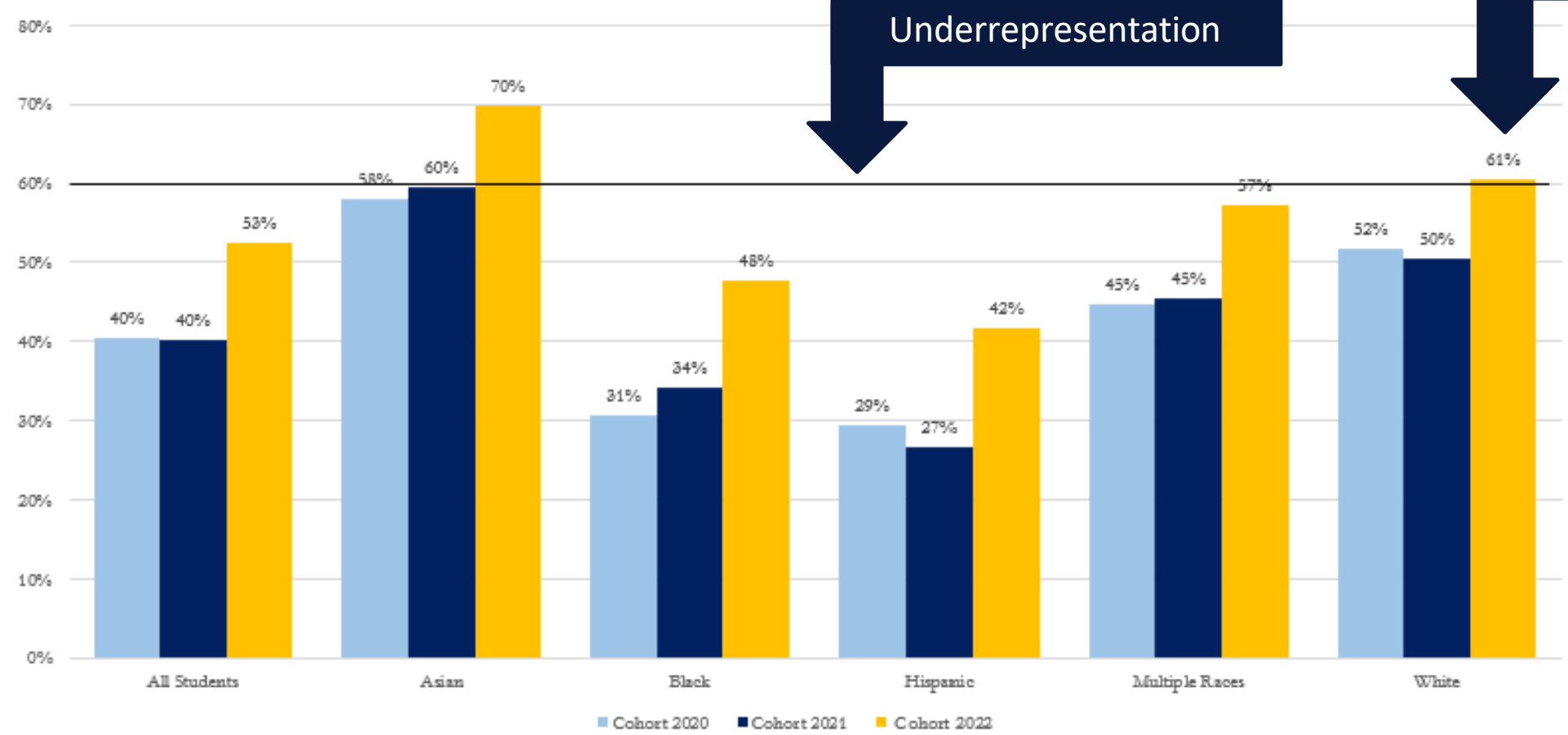
Learning and Achievement for All

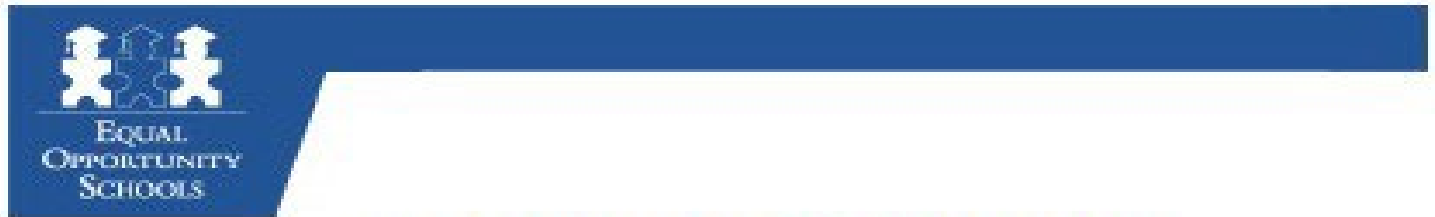
Equity AND Equality

1.2 PWCS will prepare all students for post-secondary education and the workforce.

By 2025, 60% of graduates will take and earn at least one qualifying score on an AP, IB, or Cambridge exam or have earned dual enrollment credit, industry certification, and/or the Seal of Biliteracy.

Graduates Earning at Least One Qualifying Score on AP, IB, or Cambridge, or Earning Dual Enrollment, Industry Credential, or Seal of Biliteracy by Ethnicity



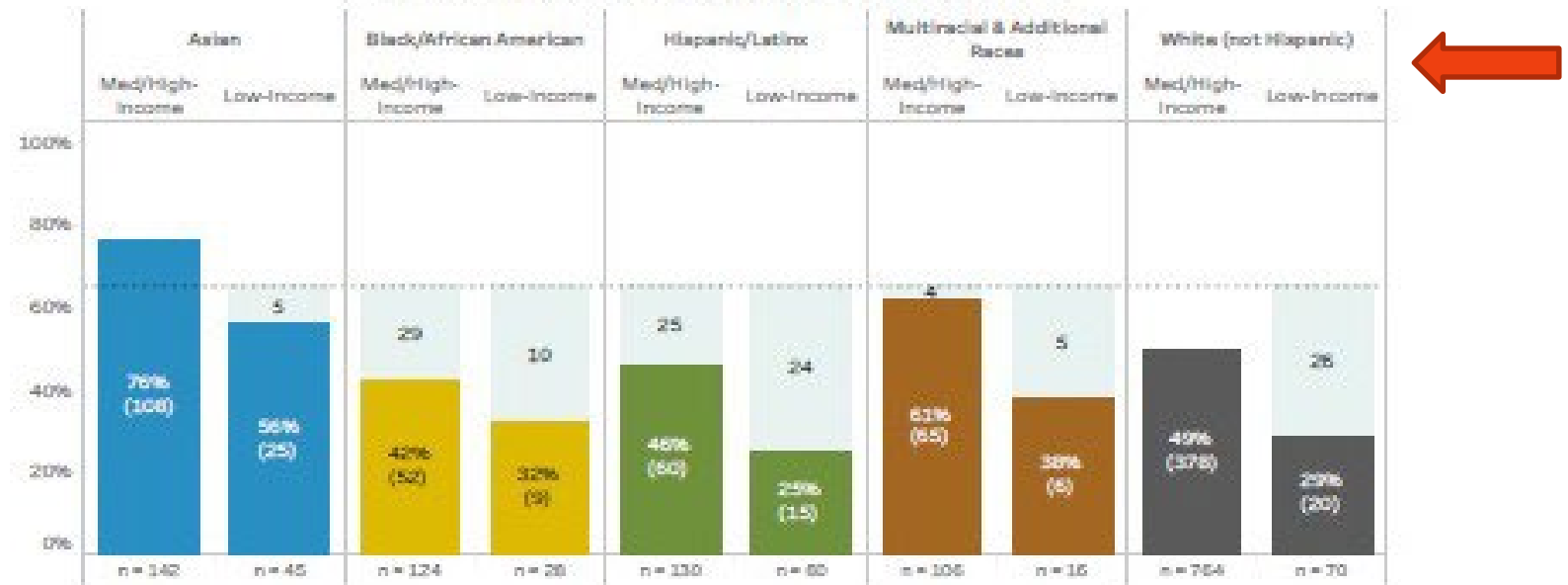


Equity & Access in BATTLEFIELD HIGH

Through participation in Equal Opportunity Schools' (EOS) 2022-23 partner cohort, your school has the opportunity to become a national leader in upper-level course access and success through a focus on identifying, enrolling, and supporting an estimated 128 additional targeted students in AP, while boosting overall success in those courses.

Opportunity Gaps Lead to Achievement Gaps

11th & 12th Grade Targeted Students to Add: 128
11th & 12th Grade Targeted Students in AP: 252



What is SACE?

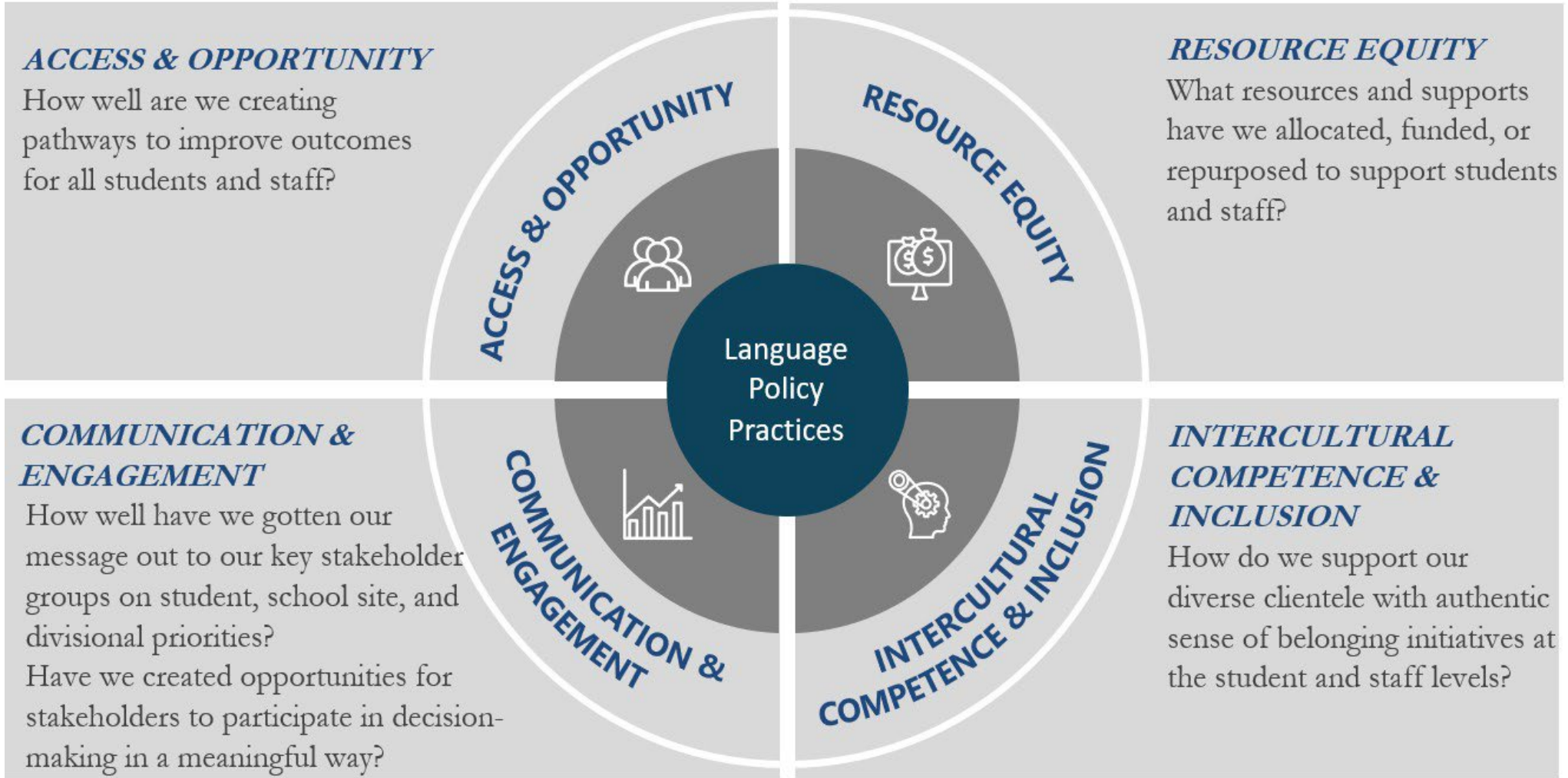


Superintendent's Advisory Council on Equity

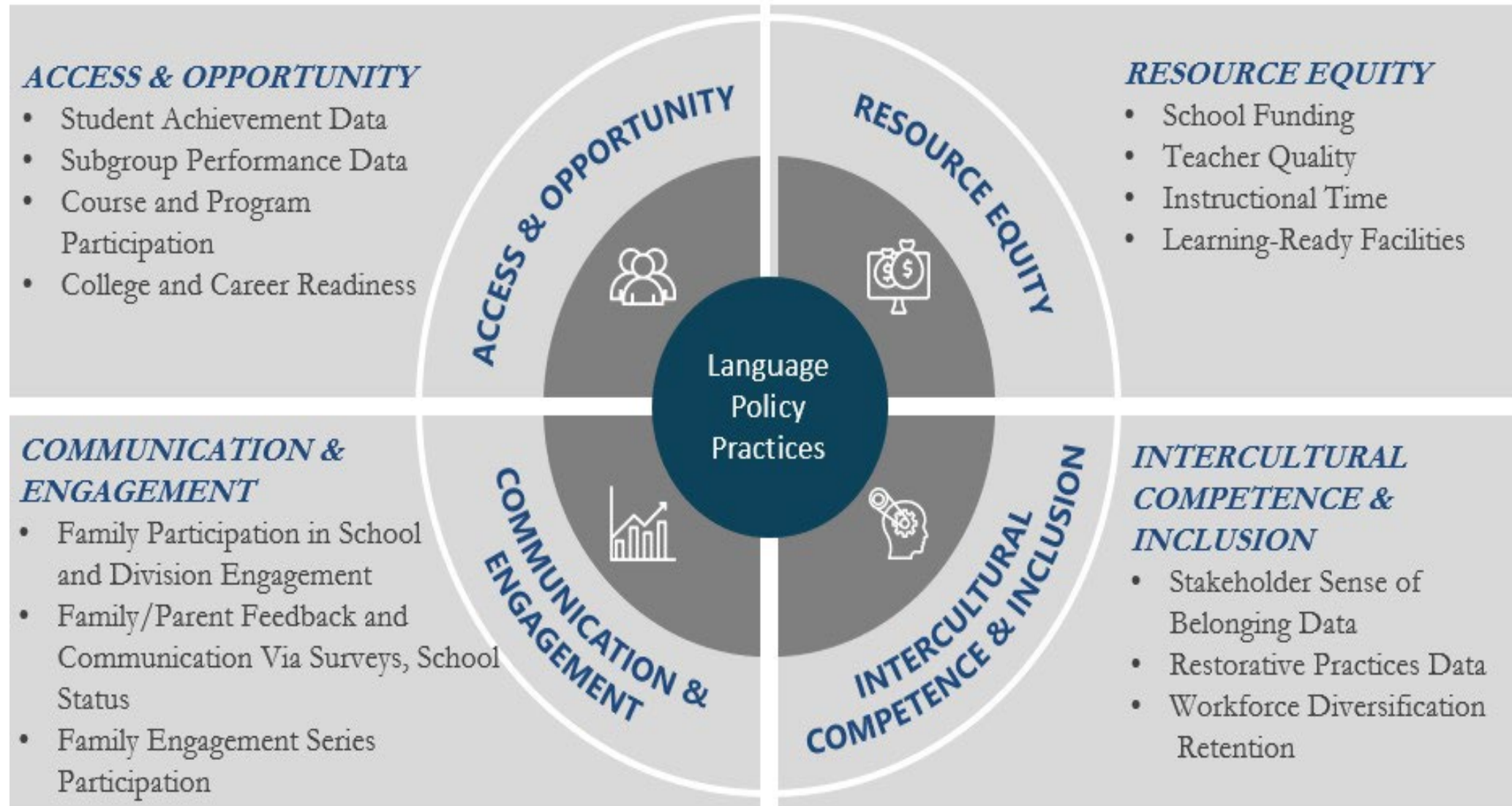
- Convenes monthly
- Comprised of 20 members who represent each district, school site administrators and staff, as well as central office staff.
- Instrumental in the development of the PWCS Equity Statement adopted in May of 2021.
- During school year 2021-22 SACE members worked to define diversity, equity, and inclusion as terms included in the PWCS Vision 2025 Launching Thriving Futures.
- Participated in the development of the PWCS DEI Framework.



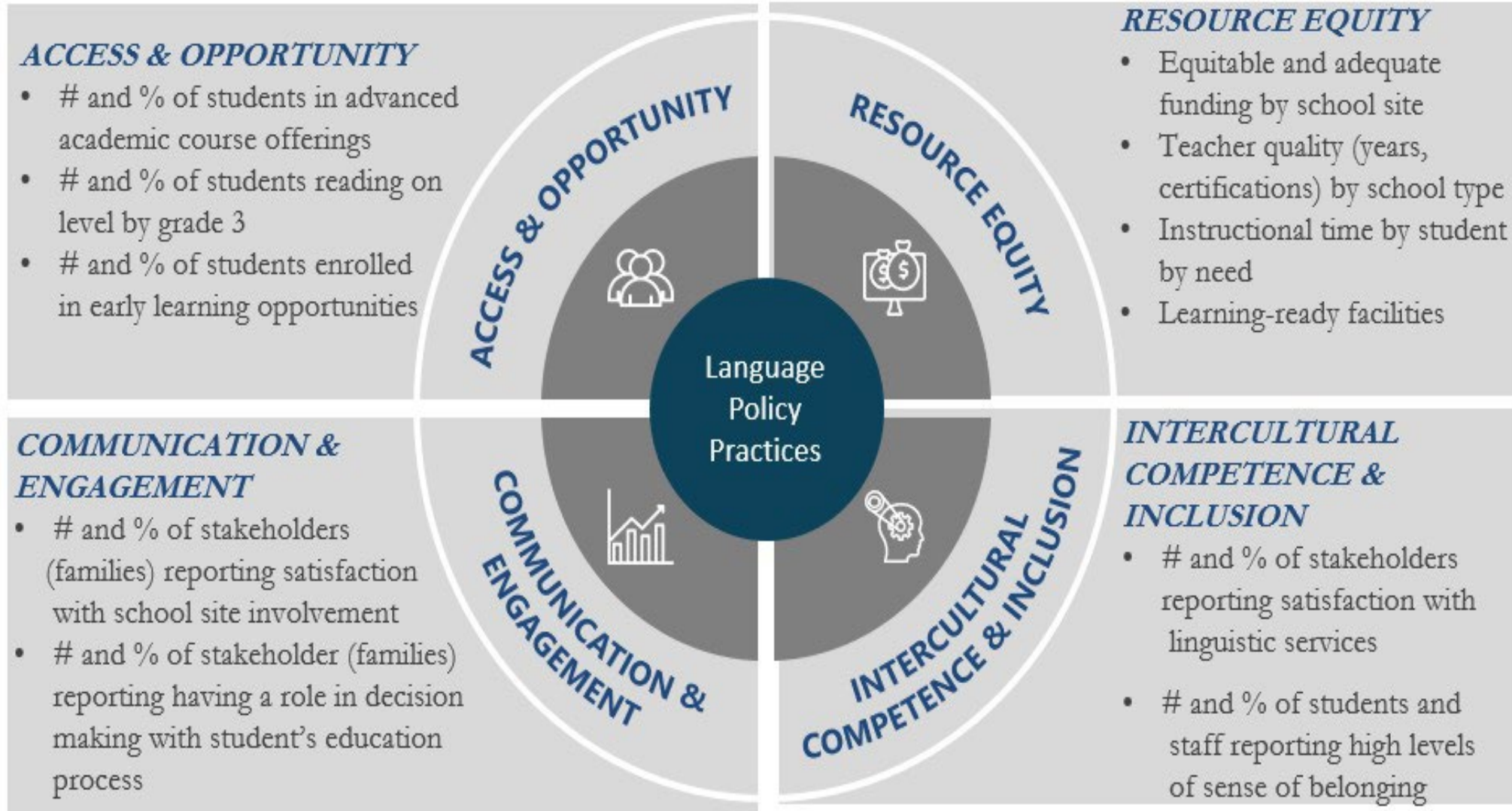
How will PWCS advance diversity, equity, and

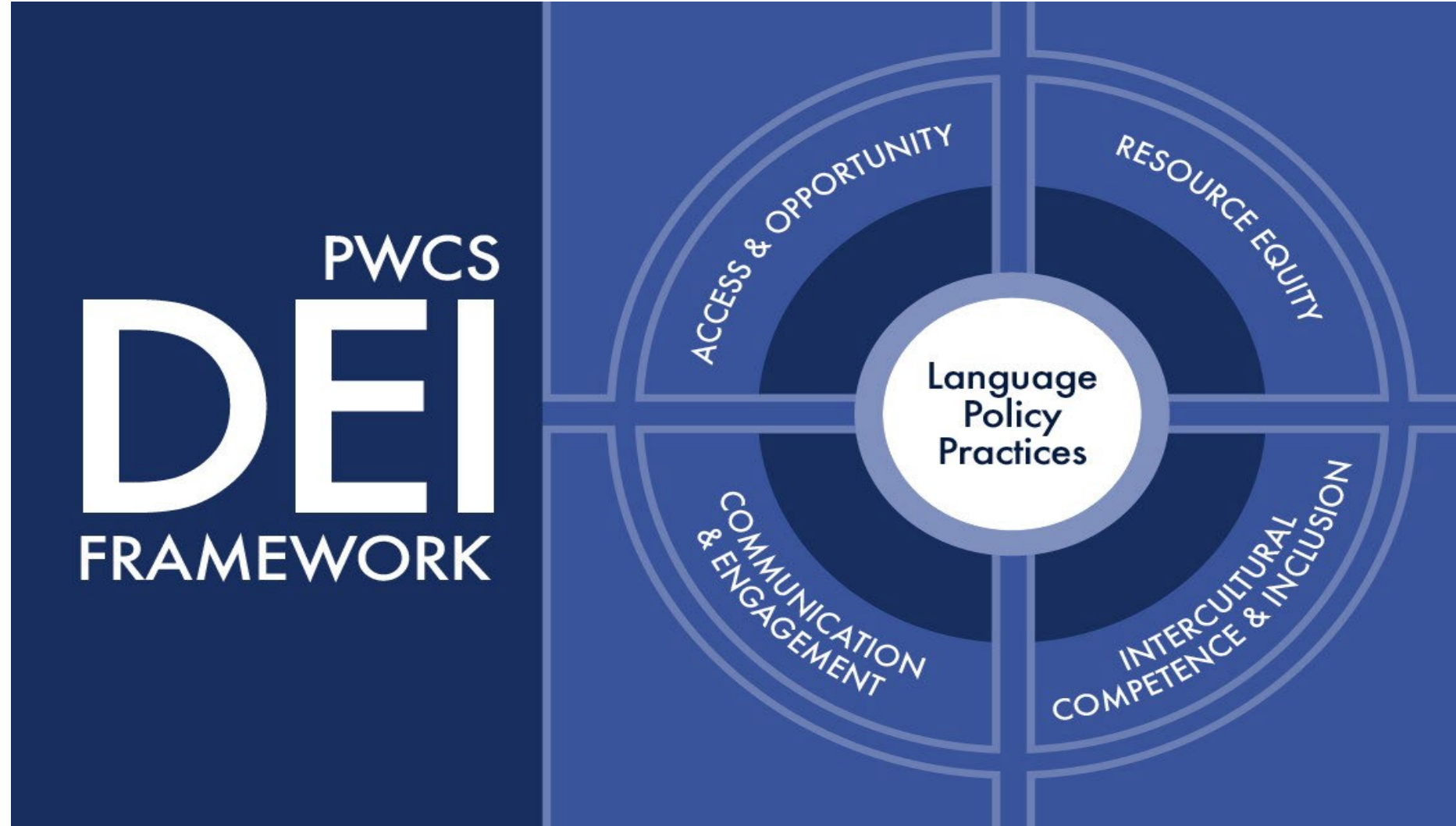


How will PWCS advance diversity, equity, and



Sample Key Performance Indicators





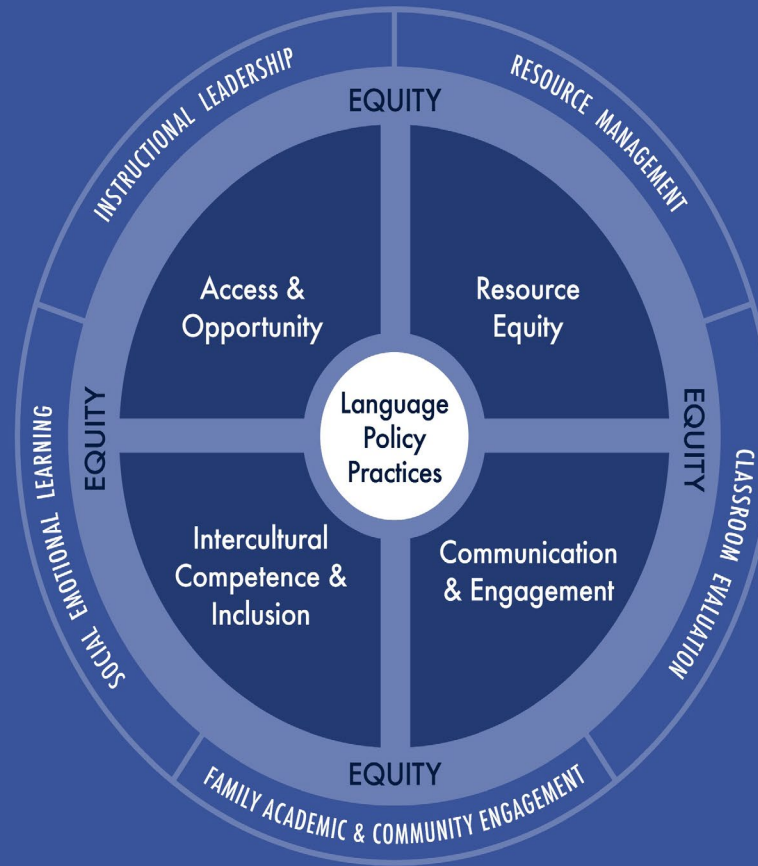
What is a Chief Equity Officer?

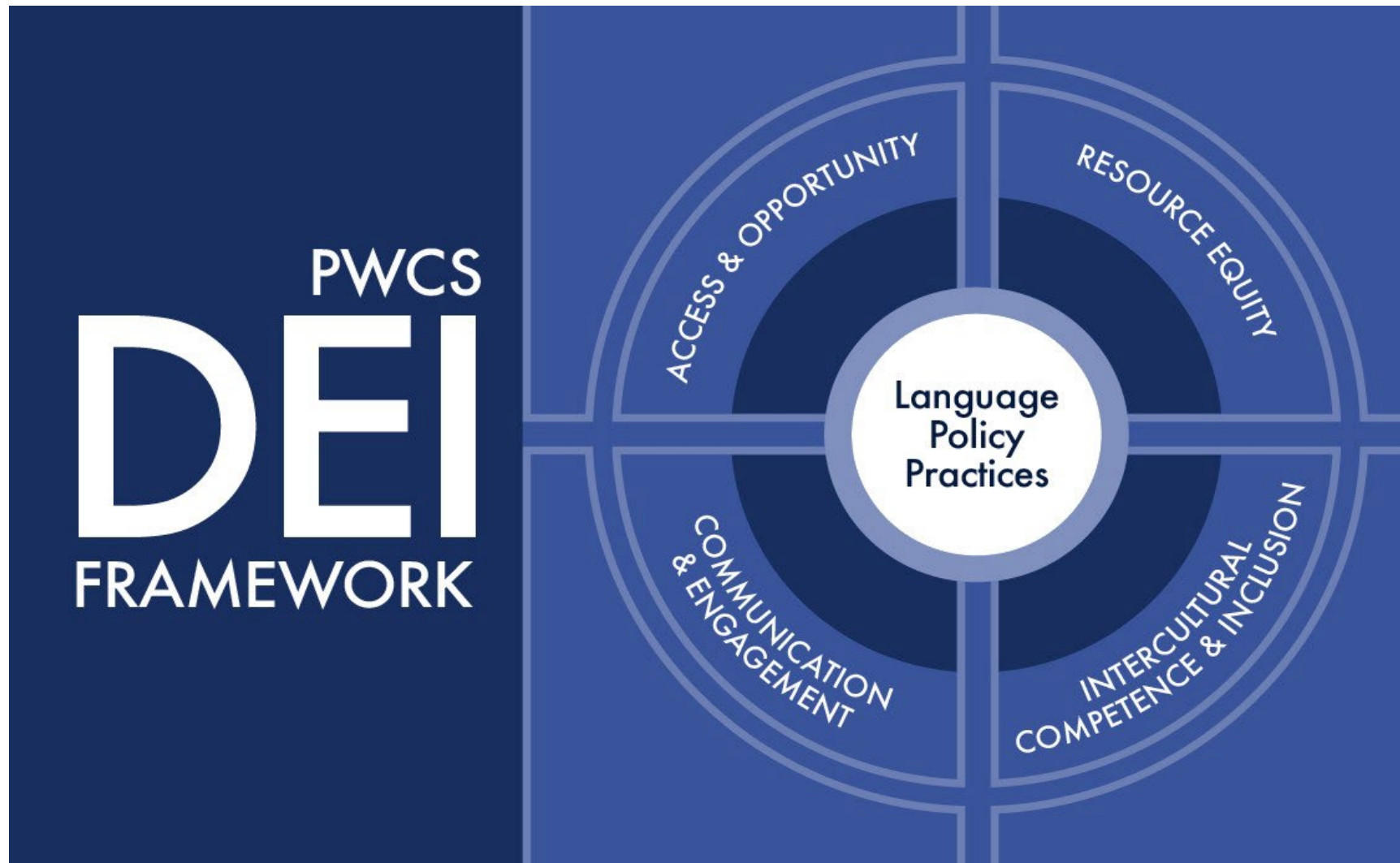
A Chief Equity Officer Within an Educational System is...

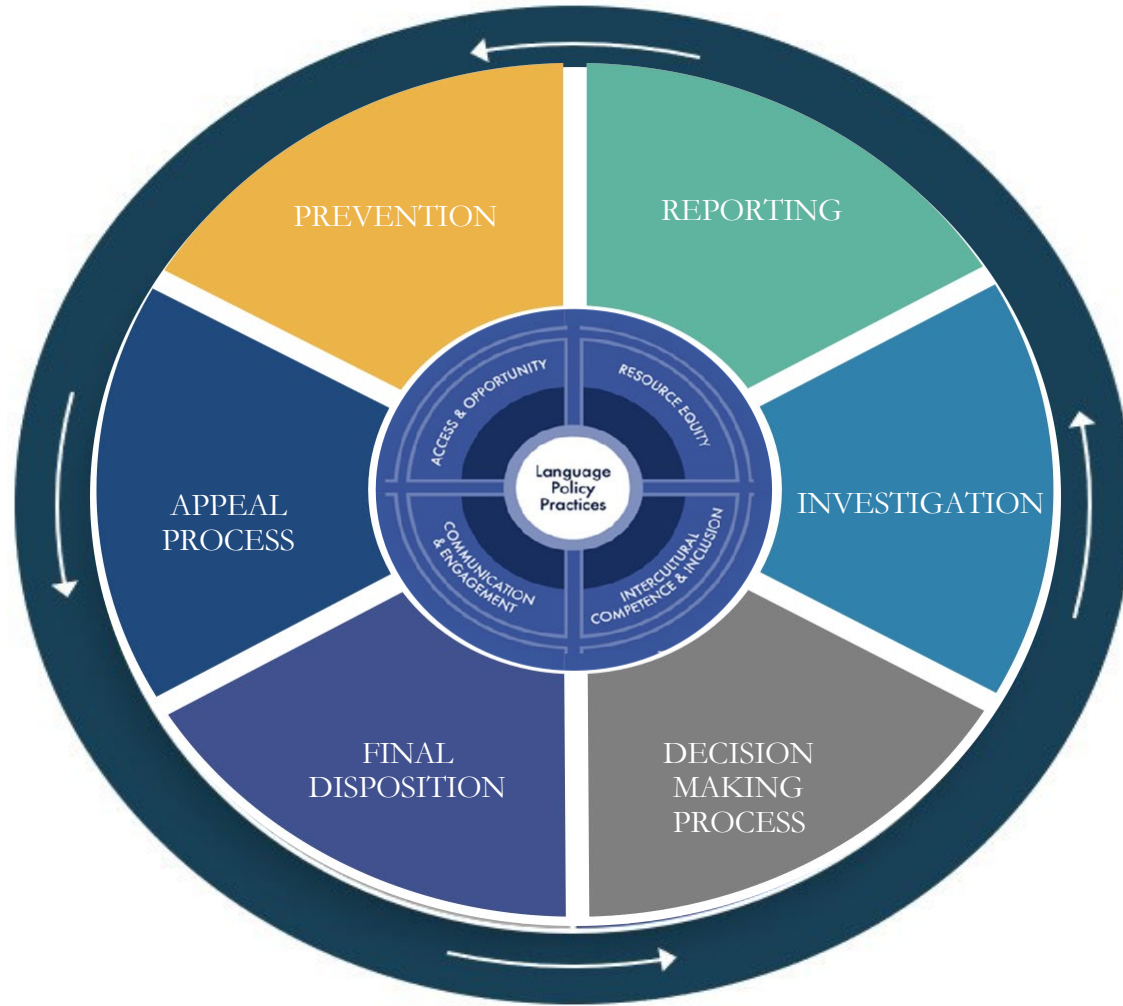
- A boundary-spanning executive office that prioritizes diversity-themed organizational change as a shared priority throughout the system.
- The role is not the lone DEI trainer.
- CEqO advises the Superintendent and works laterally with Executive Leaders to elevate DEI throughout the organization.
- Leads the formal DEI capability at the organizational level and embeds research-based practices within all **organizational processes**.



ADDRESSING THE ACHIEVEMENT GAP







Title VI

Prohibits discrimination on the basis of race, color, or national origin in any program or activity that receives federal funds.

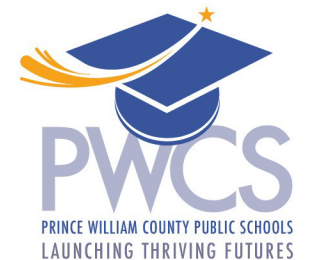
Title VII

Prohibits employment discrimination based on race, color, sex, or national origin.

Title IX

Prohibits sex-based discrimination, harassment, and violence in education programs and activities that receive federal funds.

Implementation Update



Year 1 – November 2021 through



Office Design & Structure

Designed Office and Departmental Structure

Led Recruitment, Hiring, Staffing of Office

Implemented Standard Operating Procedures and Direct Reporting Structures

Led the Development of the DEI Framework

Conducted 1:1 meetings with key divisional leaders



Access & Opportunity

Launched Cohort 1 Equal Opportunity Schools (11 schools)

Designed PWCS DEI Consultancy Protocol

Facilitated a Latino Community Business Leader Roundtable



Resource Equity

Co-led establishment of PWCS Equitable Budgeting Taskforce

Conducted Organizational DEI Baseline Survey

Internal Review of the Parent Liaison Role

Aligning Family and Community Academic Engagement with CIP priorities



Communication & Engagement

Re-purposed, Centralized Family And Community Engagement Specialist

Co-developed PWCS Family Engagement Survey

Served as PWCS NAACP Liaison

Implemented Title IX Prevention and Reporting Standard Operating Procedures



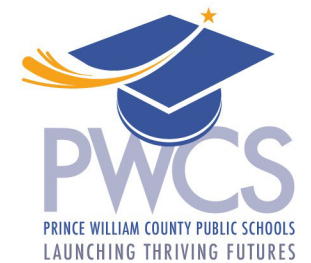
Intercultural Communication & Inclusion

Co-led development of Standard VI Culturally Responsive Teaching and Equitable Practices

Established SACE Operational Guidelines, Deliberation Processes, and Leadership Structure

Supported PWCS Student Human Relations Council

Next Steps



Year 2 – November 2022 through



- D Conduct School Equity Visits
- D Revise PWCS Equity Scorecard
- D Re-establish/Redesign PWCS Internet Presence
- D Implement DEI Framework within Organizational Processes
- D Policy and Administrative Regulation Review
- D Launch Equal Opportunity Schools – Cohort 2
- D Expand Community Outreach Targeting Underrepresented Community Stakeholders
- D Address Findings from PWCS Organizational DEI Survey





PWCS

PRINCE WILLIAM COUNTY PUBLIC SCHOOLS
LAUNCHING THRIVING FUTURES