Critical, Strategic & Contextualized

Facilitating the Design & Implementation of Equity-Focused Quality Assurance Systems in Support of Students & Families

Presented by: Resolute Educational Solutions
Facilitators

Dr. Phillip Caldwell, II, President

Dr. Rajah E. Smart, Vice President of Strategy, Technical Assistance, and Policy

Dr. Antoinette Pearson, Senior Director of K-12 Division
Resolute’s Mission

Resolute Educational Solutions, LLC (Resolute) is a U.S. Small Business Administration (SBA) 8(a) certified educational firm offering a full-range of professional services that serves as a premier thought partner providing a broad range of technical assistance and educational services for clients to improve equity and promote justice, impartiality, and fairness within the procedures, processes, and distribution of resources, and programs.
Session Norms

❖ Active Listening
❖ Active Participation
❖ Practice Being Open Minded
❖ Demonstrate Mutual Respect for Each Other’s Thoughts, Comments and Time
❖ Support this Safe Space for All to Speak Their Truth
## Agenda

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- **Quality Assurance Systems**
- **Equity Centered Strategic Planning**
- **Professional Development/Professional Learning**
Today’s Guiding Questions and Considerations

❖ What does an equity-focused quality assurance system look like for you/your school district?

❖ What are the possibilities for facilitating the design, implementation, and evaluation of an equity-centered strategic plan?

❖ What professional learning is most crucial to your staff post social unrest and schooling during COVID-19?
Resolute’s Three Focus Areas
Quality Assurance Systems (QAS): A QAS promotes continuous improvement that includes data analysis, program review and evaluation, technical assistance, and systems analysis (Bernhardt, 2015).
Guiding Question
#1

What does an equity-focused quality assurance system look like for you/your district?
Activity 1: Equity Quality Assurance System (EQAS)

School Instructional Resource Assessment
Integrative Reporting—Productive Analysis and Tracking Host (IR-PATH)

When we perform our equity centered QAS work, examples of deliverables include:

- Student perspectives, and
- School based Equity Financial View
Plus Delta

What would you appreciate learning more about?

What do you consider most useful to support your organization’s goals, learning, and outcomes?

What does your organization need more support with that we did not cover in today’s session?

What distracted from your learning?
Equity-Centered Strategic Planning: the process of documenting and establishing a direction for schools, districts and agencies; analyzing organizations; setting goals, objectives and outcomes; examining actionable data; and creating a path for accomplishment.
What are the possibilities for facilitating the design, implementation, and evaluation of an equity-centered strategic plan?
Activity 2 Overview: Strategic Planning

Phase I: Quality Assurance Facilitation

Phase II: Quality Assurance Management Process

Phase III: Quality Assurance Process Review
Types of Deliverables

- Advanced Placement Assessment: 2016, 2017, 2018 Academic School Years
- International Baccalaureate: 2016, 2017, 2018 Academic School Years
- Next Generation Science: 2016, 2017, 2018 Academic School Years
- PSAT/SAT: 2016, 2017, 2018 Academic School Years
- ACT: 2016, 2017, 2018 Academic School Years

Incident Rates
- Of the 1456 incidents, representing 400 students, 500 incidents were experienced by students who identify as Black or African American.

Incident Discipline Rates
- Shaker Heights mainly utilizes three disciplinary options: in-school suspension, in-school alternative discipline, and out of school suspension. On average, out of school suspension was the form of discipline used in 58% of all incidents.

Survey of Strategic Planning Advisory Committee
- N=12

Focus Groups
- N=45 sessions, more than 140 participants
  - Students
  - Staff
  - Administrators
  - Parents and Community

Classroom Visits
- N=30
  - 8 different schools across district

Analysis

Key Findings
- The system continues to perpetuate a white supremacy culture.
- Equity and its role in district initiatives needs to be clearly defined.
- There is no help for students in the middle.
- The school catering to high performing and struggling students.

Middle and High School Focus Group Themes
- Elementary, 5th and 6th Grade:
  - Minimal opportunities to check for understanding
  - Minimal opportunities for all students to engage in conversation and learning
  - Inconsistencies of curriculum and resources used in grade bands
- Middle and High School:
  - IB, Honors, and AP classes are predominately white
  - Math, science and engineering classes are dominated by white males
Types of Deliverables

**Key Findings**

**Strategic Goal 1:** Implementation, alignment, and the expansion of instructional programs to provide all students quality instruction and rigor in year three of Strategic Plan.

**Strategic Goal 2:** Promote educational equity by disrupting and removing institutional structures and practices which have historically been associated with racism, oppression and other forms of marginalization.

**Strategic Goal 3:** Utilize a Quality Assurance System model in order to review, assess and improve District business and operations, including Human Resources, Finance and Facilities, to ensure alignment with District goals and objectives.

**Strategic Goal 4:** Implement high-quality professional learning practices to build the capacity of faculty and staff to improve student educational experiences.
What would you appreciate learning more about?

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What distracted from your learning?
Professional Development / Professional Learning:

developing highly qualified educators; using actionable data and technology to support the teaching and learning process; improving teacher capacity to serve the diverse needs of students (Hassel, 1999; Massachusetts Department of Education, 2021; National Education Association, 2021).
Guiding Question

#3

What professional learning is most crucial to your staff post social unrest and schooling during COVID-19?
Activity 3: Professional Learning Opportunities
Activity 3: Professional Learning Opportunities

TRADITIONAL CLASSROOM STRATEGIES

- Model the behaviors you speak about
- Have a class scavenger hunt
- Bulletin Boards for Quotes
- Comfortable, clean class
- Greeting students by name
- Leadership roles in class
Plus Delta

➕ What would you appreciate learning more about?

➕ What do you consider most useful to support your organization’s goals, learning, and outcomes?

△ What does your organization need more support with that we did not cover in today’s session?

△ What distracted from your learning?
Launch

End of Presentation
Survey
Questions???