ATLANTA NEIGHBORHOOD CHARTER SCHOOL
helping students learn to use their minds well

DIVERSITY & EQUITY STRATEGIC INITIATIVE UPDATE

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Context

- Diversity goal in strategic plan: —*Build on current diversity to improve and realize benefits of student diversity that reflect racial and economic diversity of surrounding neighborhoods*

- Aiming for this goal because…

  ◦ Academic, social, civic, and other positive outcomes for *all* students

  ◦ Opportunity as a charter school to help solve the historic challenges of school integration

  ◦ Want to more closely reflect demographics of neighborhoods we serve

  ◦ In line with CES common principle: *"…honor diversity, build on strength of [school's] communities, deliberately and explicitly challenging all forms of inequity"*

Context

New goal in 2016-2021 charter agreement:

- ○ "Economically disadvantaged" students get an additional weight in lottery of between 1.5 and 4.0

- ○ The goal is for 40% of each incoming cohort (excluding students admitted through statutory preferences, such as siblings) to qualify for free or reduced price lunch

- ○ We have committed to using the weighted lottery **at least** until the school wide percentage of students qualifying for FRL is 30% (as of 2015-16 SY school wide percentage was 18%)

Focus for 2016-17 school year

- Continue new student enrollment outreach and implement weighted lottery
  - Targeted focus in historically underrepresented neighborhoods
  - Building of relationships in and learning more about those communities
  - Develop clear process and communication about weighted lottery

- Expand work of diversity & equity facilitation team

Enrollment outreach and weighted lottery

▪ Planned new student enrollment outreach activities with focus on attracting more economically diverse applicant pool:
  ◦ New enrollment flyer created (in English and Spanish)
  ◦ Enrollment flyer to be sent to preschool, day care, and pre-K programs in attendance zone
  ◦ Targeted enrollment canvassing outings
  ◦ ANCS representatives discussing enrollment at Grant Park, Ormewood Park, and Summerhill community meetings in January/February
  ◦ Enrollment yard signs (English & Spanish) to be posted around attendance zone
  ◦ Postings of enrollment process through neighborhood email and social media groups
  ◦ Informational meetings being scheduled at Martin St. Plaza and Trestletree Village Apartments

Enrollment outreach and weighted lottery

- Online application platform will be used this year to simplify application and data collection processes
- Application will include opportunity for student to be voluntarily identified as "economically disadvantaged" based on ANCS enrollment policy
- Application will be live from Feb 1st to March 13th
- At March board meeting, board will need to approve weight to use for weighted component of lottery
- Jarod Apperson hired to develop and run lottery in alignment with ANCS enrollment policy and charter agreement
- Lottery scheduled for March 30th at 6 PM at elementary campus

Expanded focus on diversity & equity

▪Continued work with our diversity & equity facilitation team will be geared towards the following objectives:

◦ To learn how to have conversations about race and diversity with students and among colleagues.

◦ To integrate curriculum content/materials in sustained way that reflects cultural diversity and facilitates building relationships with students.

◦ To work on self with regard to prejudice, assumptions, and biases.

◦ To work on ways ANCS conducts outreach with the community to determine needs and what works to create a welcoming environment for all.

Expanded focus on diversity & equity

- Diversity & equity facilitation team will work with ANCS in the following ways from January to June:
  - Engaging with *grade level teaching teams* on culturally relevant teaching practices and materials on a bi-weekly basis
  - Providing information and training to *parents and the ANCS governing board* at least twice prior to end of school year
  - Continued monthly meetings with *ANCS leadership team*