



ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL

helping students learn to use their minds well

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## **DIVERSITY & EQUITY STRATEGIC INITIATIVE UPDATE**

*PREPARED BY MATT UNDERWOOD, EXECUTIVE DIRECTOR | September 2017*

# Context

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- 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*
- Rationale for this goal:
  - 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

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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***

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- Continue new student enrollment outreach
  - Targeted focus in historically underrepresented neighborhoods
  - Building of relationships in and learning more about communities we serve
  - Continue communication about weighted lottery
- Build capacity for teachers to help lead equity work
- Establish representative diversity & equity team

# ***New student enrollment outreach***

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- Connecting at start of new school year with Martin Street Plaza and Trestletree Village for opportunities to engage with residents
- Met with family engagement team at Thomasville Heights Elementary School to learn more about their outreach and support practices

# ***Building capacity for equity work***

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- Faculty/staff retreat screening of film [\*I'm Not Racist...Am I?\*](#) and discussion with producer Andre Robert Lee
- Planning community screening of film with other CREATE schools
- Team of teachers participated in summer institute on coaching adult learning for equity; leadership team will participate in same institute this fall
- Some leadership team and PTCA exec committee members taking part in race conscious parenting webinar

## ***Establish diversity/equity team***

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- Leadership team (along with some board and faculty representation) working with facilitator McKenzie Wren to draft purpose, priorities, and structure for proposed diversity and equity team to help guide our work as a school
- Will soon put out call to interested parents/caregivers and faculty/staff to attend information meeting before forming “core team”