



ATLANTA NEIGHBORHOOD
CHARTER SCHOOL

helping students learn to use their minds well

DIVERSITY & EQUITY STRATEGIC INITIATIVE UPDATE

PREPARED BY MATT UNDERWOOD, EXECUTIVE DIRECTOR | February 2018

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*
- 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

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%

Focus for 2016-17 school year

- Build capacity for teachers to help lead equity work
- Establish representative diversity & equity team
- Continue relationship building in neighborhoods underrepresented in ANCS enrollment

Building capacity for equity work

- Since June 2017, 12 ANCS faculty members have participated in [iGroup training](#) to support coaching for equity
- Two more iGroup trainings in summer 2018 with several ANCS teachers expected to participate
- Have held 5 campus-specific or full faculty diversity and equity sessions focused on issues of race and class at ANCS
- Matt Underwood, Mark Sanders attended and presented at convening of [Diverse Charter Schools Coalition](#) member schools in Denver in January

Building capacity for equity work - cont'd

- Promoted community screening and discussion of film [*I'm Not Racist...Am I?*](#) (ANCS teachers and staff viewed and discussed film at summer retreat); over 200 in attendance at January 11 screening
- Leadership team developing one-page summary of diversity/equity goals and strategies to more clearly communicate
- Leadership team exploring possible creation of faculty equity coordinator position

Establish diversity/equity team

- Nov 2 held informational meeting for any parents/caregivers and faculty/staff to learn more about new “diversity and equity action team” forming to help provide leadership on issues of diversity and equity at ANCS
- 43 people expressed interest in learning more
- 17 people (teachers/staff and parents) committed to serving on team for current school year

Establish diversity/equity team - cont'd

- Two meetings of team since December:
 - Establishing norms and scope of team's work for this school year
 - Review of range of school data disaggregated by race and economic status
- Team is in process of planning “equity walks” at each campus and at parent events to examine the experience of students and parents of color at ANCS in different settings

Relationship building in community

- Faculty outreach team met at ANCS with resident engagement coordinator at Martin Street Plaza
- ANCS hosted “family game night” at Martin Street on Dec 14 with dinner and games for families
- Matt Underwood met with Rainbow Housing resident coordinator at Trestletree Village to establish relationship
- Several ANCS teachers and parents helped host information session for Trestletree parents on Feb 7
- Kindergarten teacher Tilifayea Griffin and Matt presented about ANCS to families at Sheltering Arms in Peoplestown on Feb 20

2018 enrollment/weighted lottery process

- **Feb 2018:** Parents of siblings & students of employees/board *and* parents of all other new students complete online enrollment app (optional question about “economically disadvantaged” status)
- **March 2018:** Jarod Apperson analyzes enrollment data and makes recommendation to board for weight in lottery at March board meeting; lottery held on March 22 and offers of enrollment distributed