



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 | May 2018*

# 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%

## ***Focus for 2017-18 school year***

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

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

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- 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 7 more ANCS educators signed up to participate
- Have held 8 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

# ***Building capacity for equity work - cont'd***

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Leadership team moving forward with creation of **full-time interim equity coordinator role for 2018-19 school year**, offering opportunity to apply to teachers who have both received iGroup training and led equity work with colleagues at both campuses this year with these responsibilities

- Work with small team of equity support coaches to plan and lead professional development for teachers and staff related to our school's diversity and equity goals
- Develop and oversee an equity needs assessment for the school and present assessment results to K-8 leadership team by end of November 2018
- Serve on ANCS strategic planning committee with a particular focus on keeping diversity and equity goals at the forefront of plan development
- Serve as a co-chair (with parent/caregiver co-chair) of diversity and equity action team
- Work with Executive Director to determine long-term structure for ANCS equity support role and present to K-8 leadership team by end of January 2019
- Serve on K-8 leadership team
- Coach a faculty iGroup

## ***Building capacity for equity work - cont'd***

- Depending upon decision to structure equity support role differently beyond 2018-19 school year, individual in this role could apply for permanent role, return to previous position, or Matt may decide to keep individual in similar role for 2019-20 school year
- Position is included in most recent draft of FY19 budget



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

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- 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*

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- Two initial meetings of team in Dec & Jan:
  - 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 completing “equity walks” at each campus and at parent events to examine the experience of students and parents of color at ANCS in different settings
- Final meeting of year scheduled for May 17

# ***Relationship building in community***

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- 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

## **Relationship building in community - cont'd**

- Free Run with the Wolves registrations provided to interested families at Martin Street Plaza and Trestletree Village
- Resident services coordinators at both sites working with ANCS to schedule activities for late summer and early fall