

## EXECUTIVE SUMMARY

During school year 2021-22, Community Consolidated School District 46 engaged in an equity audit. An equity audit is an initiative-taking opportunity to critically examine areas of strength and needed improvement with particular attention to historically marginalized groups or identities (Skrla et al, 2009; Smith et al, 2017). *Systemic Educational Equity, LCC*, led by Dr. Ivette Dubiel, conducted the audit. The audit was comprised of analysis of qualitative data, which included a review of data such as student assessment, attendance, course enrollment, and activity participation, and qualitative data, which was collected through student, staff, and parent/guardian focus groups.

This executive summary is a brief synopsis of the equity audit findings. All findings are categorized using an accountability framework – *Five Strands of Systemic Equity*© - which serves as a roadmap to organizational equity.

During the 22-23 school year, plans will be created to address the findings.

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### SYSTEMS

To ensure a systemic and continuous development toward advancing equity within all policies, processes, procedures, initiatives, decision-making and fiscal responsibility.

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- 1.1 Develop clear language around equity, and effectively communicate it to all stakeholders.
- 1.2 Implement intentional, measurable, accountable and transparent equity goals.
- 1.3 Increase employment recruitment efforts to attract highly qualified, racially diverse and/or male teachers and administrators.

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### TEACHING AND LEARNING

To intentionally embed equity-driven pedagogy in the curriculum, resources, instructional approaches, use and consideration of assessments and academic programming for the purpose of advancing equity for each student.

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- 2.1 Embed opportunities for culturally responsive pedagogy and practices in all curriculum.

- 2.2 Analyze the root causes of academic disparities among Black/African American and Hispanic/Latinx students.
- 2.3 Explore the access and opportunities to advanced math programming (5<sup>th</sup>- 8<sup>th</sup> graders) among Black/African American students, Hispanic/Latinx students and special populations.

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## **STUDENT VOICE, CLIMATE AND CULTURE**

To consistently seek students' feedback and experiences and nurture a positive, authentic, and meaningful organizational culture and climate.

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- 3.1 Establish a student equity advisory committee.

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## **PROFESSIONAL LEARNING**

To provide a continuum of professional learning and growth opportunities for all staff in pursuit of fully understanding and embracing educational equity.

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- 4.1 Provide robust training opportunities on educational equity.

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## **FAMILY AND COMMUNITY AS AGENCY**

To partner with families and the community for authentic opportunities to serve the students, the school and district.

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- 5.1 Establish a community equity advisory committee.