



WAKE COUNTY
PUBLIC SCHOOL SYSTEM

Moving the Work Forward

A Courageous Conversation About Race

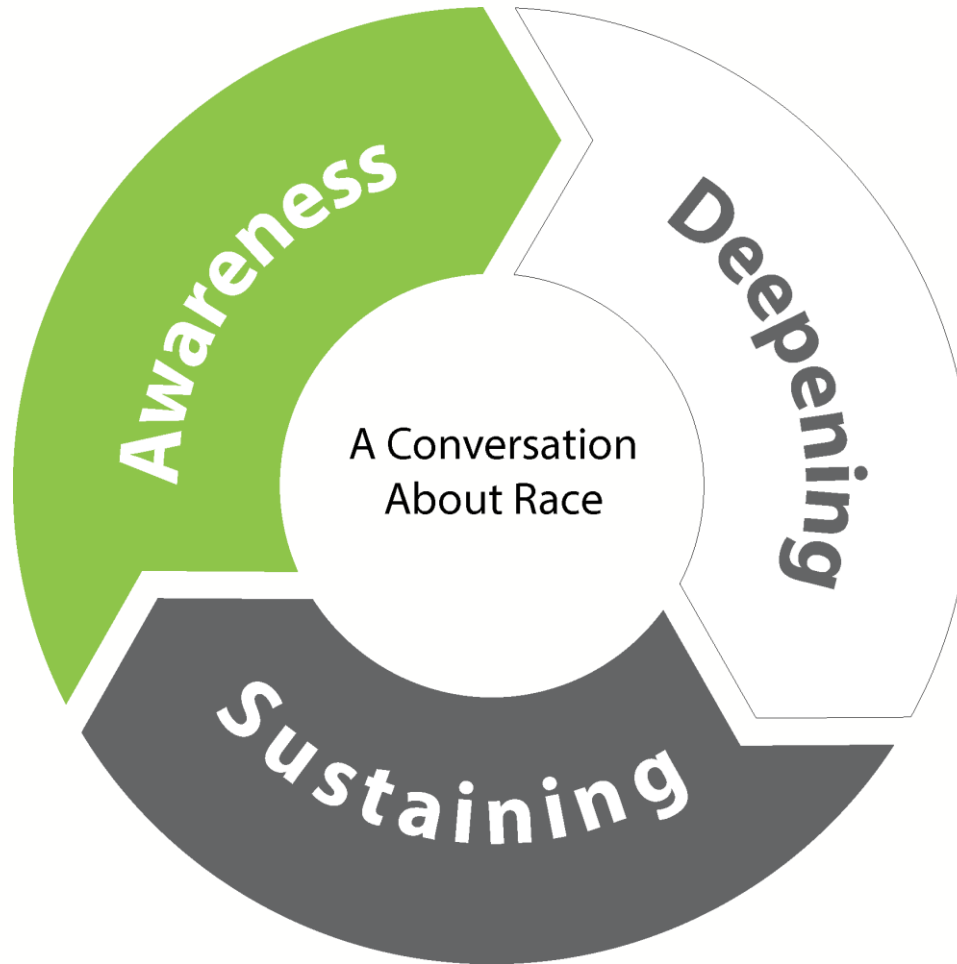
A Conversation with our Leaders

- Principals – March 16, 2017
- Superintendent's Teacher Advisory Committee – March 16, 2017
- School Board – March 21, 2017
- Superintendent's Student Advisory Committee - April 3, 2017
- Central Service Staff – April 5, 2017

Principals and Teacher Leaders...

- Welcome a conversation about race
- Asked for similar learning experiences facilitating conversations about equity and race (common language)
- Want to ensure the commitment to this work is evident at every level of our organization

A Systemic Approach



Leveraging Existing District Structures

to advance foundational experiences in racial equity work

- **District Leadership Structures**

Area meetings, department meetings, faculty meetings, BACs, board retreats

- **Student Leadership Structures**

Student government, teams, clubs

- **WCPSS Families**

Call on WCPSS families to join the school system in having a conversation about race using cross-cultural activities and discussion prompts developed by the Office of Equity Affairs

- **Community Partners**

Continue to partner with other organizations and agencies to promote equity-based trainings and workshops within the community

Short Term Efforts (Awareness)

- **Expansion of the Office of Equity Affairs**
Importance of 2017-18 business case in moving equity work forward
- **Racial Equity Training**
All secondary Principals, APs, Counselors, Social Workers
- **Courageous Conversations About Race Study Series**
Principals, APs, Counselors, Central Service Departments
- **Equity Conferences & Workshops**
- **District Disproportionality Study**

Short Term Efforts (Deepening)

- **Equity Mini-Courses**

Led by WCPSS departments, community partners

- **Establish School-based Equity Teams (E-Teams)**

- **Equity Innovators Forum**

Karen Mapp (Parent Engagement), Jamie Almanzán (Supporting Immigrant Student Populations)

- **Expansion of African American & Latino Initiatives**

Helping Hands Mentoring Program, African American & Latino Male Summit

Long Term Efforts (Sustaining)

- Sustaining School-based E-Teams
- Canvas Online Equity Courses
- Equity Curriculum for School E-Teams
- New Administrator Institute
- Adaptive Leadership Framework
- Equity Professional Learning Teams (EPLTs)
- WCPSS Racial Equity Training
- WCPSS Beyond Diversity Program

Current Equity Efforts

- **Student Support Services Department**

Equity Focused Leadership, Racial Equity Training, Non-Academic Factors of Student Support, Middle School Student Discipline Workgroup

- **Office of Early Learning**

Equity Focused Leadership, Racial Equity Training, Beyond Diversity Workshop

- **Academics Department**

Math Coaches – Culturally Responsive Classroom Instruction (CRI);
Literacy Coaches – Selecting Culturally Responsive Curricula Material;
Media Specialists – Development of Equity Curriculum and Training Program

Current Equity Efforts

- **Principals & School Leadership Teams; Area Superintendents**

Equity Focused Leadership, Racial Equity Training, School Support (Discrimination & Harassment Cases – Race, Religion, Gender)

- **Elementary Support Model Leadership**

Sound Basic Core Instruction, Principles of Learning

- **Human Resources Department**

Supporting Lateral Entry Teachers – Activating the Growth Mindset of At-Promise Students, Culturally Responsive Instruction; Future Teacher Initiative – Implicit Bias, Culturally Responsive Instruction

Board Feedback

- What does the board see as critical in moving forward a courageous conversation about race?