



# Report on 2023-2024 Equity Audit: African American Success Plan

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Equity and Intervention Specialist  
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EVERY STUDENT MATTERS, EVERY MOMENT COUNTS



# Purpose of Presentation

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- Review **Equity** Recommendations
- Review Equity **Audit** Process
- Review **Data**
- Outline **Cold Call** Process
- Outline African American **Success** Plan
- Next Steps



# Our Collective Why

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## MCS Vision

Every student graduates  
with the **skills,**  
**knowledge,**  
and **character traits**  
essential to **thrive** and  
**contribute** to society.

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# District Goal Alignment

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Goal 1: Increase and maintain academic achievement and equitable access to enable all students to attain college and career readiness.



# Equity Task Force Recommendations

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- Analyze Grading Policy & Course Offerings
- Increase Teacher Diversity
- Analyze Teacher Placement
- Improve Communication with Parents of Color
- Develop Trust Through Improved Customer Service
- **Conduct Equity Audits\***



# Equity Audits

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Equity audits are a **leadership tool** used to collect the **data** that **informs** the process of **removing** systemic **barriers** that impede full participation, access, and opportunity for all students to receive an **equitable and excellent education** with the outcome to greater equity.



# Equity Audits

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2023-2024 Audit: TK-12 African American students:

- Chronic Absenteeism
- Discipline
- Graduation Rate



# Equity Audit Process

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- Assemble District team
- Review **data**
- Create TK-6 and 7-12 **review** teams
- Complete cold calls to **targeted** students and families
- Synthesize **input**
- Develop **action plan** based on **collective** input



# Equity Audit K-6 Team

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- Michele Beaton – Instructional Coach
- Marla Conteh – Principal, TK-6
- Fallon Ferris – Equity and Intervention Specialist
- Brad Goudeau – Deputy Superintendent
- Leviticus Hanks – Student Support Manager
- Mark Herbst – Associate Superintendent, SSS
- Patricia Jurado-Towner – Teacher
- Nikiya McCoy – Inclusion Specialist
- Armando Medina – Principal, TK-6
- Reginald Nelson – School Psychologist
- William Patterson – Student Support Manager
- Barbara Rios – Professional Development Coach

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# Equity Audit 7-12 Team

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- Andrew Conteh – Program Manager
- Andrea Doud – School Psychologist
- Nicole Evans - Teacher
- Fallon Ferris – Equity and Intervention Specialist
- Jennifer Flora – Teacher
- Lorena Gerads – Teacher
- Brad Goudeau – Deputy Superintendent
- Christopher Harrold-Walters – Assistant Principal, 9-12
- Mark Herbst – Associate Superintendent, SSS
- Shaun Hurtado – Principal, 7-8
- Antony Little – Director III, Alternative Education
- Yolanda Molina – Student Services Administrator
- Stefani Ortiz – High School Counselor
- Gloria Paredes – Teacher
- Michael Shroyer – Principal, 9-12
- Lamar Wallace - Teacher

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# TK-6 Chronic Absenteeism

Student Groups	2021 - 2022	2022 - 2023	2023 - 2024	3 year change
Asian	32%	14%	8%	-24%
AA	50%	41%	23%	-27%
Hispanic	48%	26%	11%	-37%
Two or More	49%	31%	19%	-30%
White	41%	27%	17%	-24%



# 7-12 Chronic Absenteeism

Student Groups	2021 - 2022	2022 - 2023	2023 - 2024	3 year change
Asian	17%	13%	11%	-6%
AA	42%	31%	26%	-16%
Hispanic	39%	29%	24%	-15%
Two or More	37%	27%	21%	-16%
White	33%	24%	20%	-13%



# TK-6 Suspension Rate Data

Student Groups	2021 - 2022	2022 - 2023	2023 - 2024	3 Year Change
Asian	1.1%	1.9%	1.57%	+1.47
AA	3.6%	5.2%	4.59%	+0.99
Hispanic	1.4%	2.2%	1.83%	+0.43
Two or More	2.0%	4.0%	4.43%	+2.43
White	2.3%	2.7%	2.90%	+0.60



# 7-8 Suspension Rate Data

Student Groups	2021 - 2022	2022 - 2023	2023 - 2024	3 Year Change
Asian	2.8%	2.1%	7.14%	+4.34
AA	14.0%	14.0%	16.92%	+2.92
Hispanic	9.20%	12.0%	9.67%	+0.47
Two or More	6.0%	8.4%	9.74%	+3.74
White	9.2%	11.0%	10.05%	+0.85



# 9-12 Suspension Rate Data

Student Groups	2021 - 2022	2022 - 2023	2023 - 2024	3 Year Change
Asian	3.0%	2.0%	1.8%	-1.2
AA	14.0%	14.0%	8.0%	-6.0
Hispanic	6.2%	5.9%	3.9%	-2.3
Two or More	6.6%	5.0%	3.2%	-3.4
White	4.3%	4.9%	3.5%	-0.8



# Graduation Rate Data

<b>State Average</b>	<b>90.4%</b>	<b>89.1%</b>	<b>TBD</b>
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<b>Student Groups</b>	<b>2021 - 2022</b>	<b>2022 – 2023</b>	<b>2023 - 2024*</b>	<b>4 Year Change</b>
Asian	93.1%	95.4%	95.3%	+2.2%
AA	92.9%	83.2%	89.9%	-3.0%
Hispanic	89.4%	88.6%	90.7%	+1.3%
Two or More	89.3%	89.5%	90.0%	+0.7%
White	93.8%	92.0%	92.2%	-1.6%
District Grad Rate	90.8%	89.9%	91.1%	+0.3

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# Questions for the Audit Teams

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- Why do we **believe** there might be disparities **within** the data?
- What do you **believe** would be an **actionable step** to address the disparity?



# Cold Call Response

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## **Can you tell me about your child's experiences with school attendance?**

- Not good – she goes late to school and many times does not go to school. There is a lack of enthusiasm from her part.
- Was on site but now currently attending MVA due to bullying.
- Yes, his attendance has not been good, but we have been dealing with a lot as a family. They are on the path to potentially getting evicted and the instability in housing is affecting them.

## **From your perspective, how do you think the school could better support your child's attendance? Are there specific resources or services you believe would be helpful?**

- Mentorship, my daughter needs support and someone to walk her through life that she can relate to.
- On site staff helping with emotional and academic support.
- Should have someone advocating for bullying – mother would definitely get involved and be part of it.



# Cold Call Themes

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## Cold Call Themes

- Bullying/Isolation
- Mental Health/Living Situation
- School Connectedness
- Parental Awareness



# African American Success Plan Actions

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## Bullying/Isolation

- **Institute** anti-bullying campaign
- Develop additional **learning** opportunities for racial slurs
- Culturally **responsive** PBIS training

## Mental Health/Living Situation

- Target **mental health** and **intervention** services
  - Site and District support



# African American Success Plan Actions

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## School Connectedness

- Meetings with **all** AA **parents** and **students** grades 5-9
- **Expand** mentoring through NAACP and Improve Your Tomorrow
- **Ensure** every 9-12 site has a Black Student Union (BSU)
- Identify and **train** one site administrator as a **primary** point of contact



# African American Success Plan Actions

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## Parental Awareness

- Conduct **restorative** pre-SART meetings
- **Expand Engagement:**
  - Parents Leading Change
  - NAACP Parent Forums
  - Parent Cafes
- Parent Survey: What activities are needed to support parent engagement?



# Next Steps

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- Implement the **Action Steps**
- **Report** back to the Board during the second semester of this school year
- Review **data** and gather on-going **student** and **parent** feedback
- Celebrate our **success**



# Thank you!

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# Public Comments

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# Board Comments & Questions

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