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Enhancing our Diversity, Equity, and Inclusion work through a partnership with The Ohio State University

Board of Education Presentation
Monday, May 9, 2022

Presenters:

Toya Spencer, *Director of Diversity, Equity and Inclusion*

Angie Adrean, *Assistant Superintendent*

Aquarius Hopkins, *Granby Kindergarten Teacher*

Dr. Noelle Arnold, *Sr. Associate Dean & Professor, Educational Administration,
Department of Educational Studies, College of Education and Human Ecology*

- Equity audit
- Implement building level diversity liaisons in every building to create DEI alignment
- Continue to increase culturally responsive classroom practices, including modifying/updating curriculum

2019 - 2022 Diversity, Equity, and Inclusion Goals

The Partnership



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COLLEGE OF
EDUCATION AND HUMAN ECOLOGY

Dr. Noelle Arnold, Sr. Associate Dean & Professor

Educational Administration, Department of Educational Studies, College of Education and Human Ecology

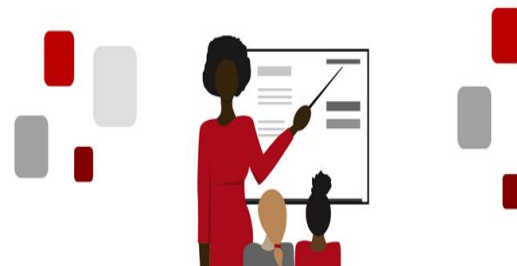
Dr. Noelle Arnold has written and presented extensively and has nine (9) books published or in press and over 70 publications. Her most recent book is the 2nd Edition of the Handbook for Urban Educational Leadership (2021) and Companion Guide (2022) for the Handbook of Urban Educational Leadership (2021). Dr. Arnold's work has received awards or subawards of \$11.5 million. She has also served as a contractor on grants in excess of \$10 million. A former administrator at the district and state level, she also serves as a consultant throughout the US advising districts on crisis leadership, diversity, and inclusion, and teaching and leading in urban and rural contexts.

Dr. Arnold was the first African American female to serve as President for the University Council for Educational Administration (UCEA) and has held positions in AERA SIG Leadership for Social Justice and Religion and Education. Dr. Arnold was recently named to the 2022 "Future 50" class, awarded by Columbus CEO for leaders and visionaries who advance the city of Columbus, OH.

Leading Anti-Racism Change in Education Institute

LARC is a small group, cohort approach to building leader and district capacity to accelerate action and change toward equity in K-12 school districts.

- Bexley City Schools
- Olentangy Schools
- Marion City Schools
- Columbus City Schools
- **Worthington Schools**



<https://edge.ehe.osu.edu/leading-anti-racism-change/>

4 Primary Objectives



1. Give participants a **tool set** for building capacity to forge change
2. Lead participants in **developing district specific action plans**
3. **Share and inform best practices** formed around breaking down cultures of inequity
4. **Receive ongoing coaching and development**



A Systems Approach

- This approach helps us to bridge equity research and practices, but also to build key leader and district capacity thought actionable domains for sustainable change, interventions, and strategies.

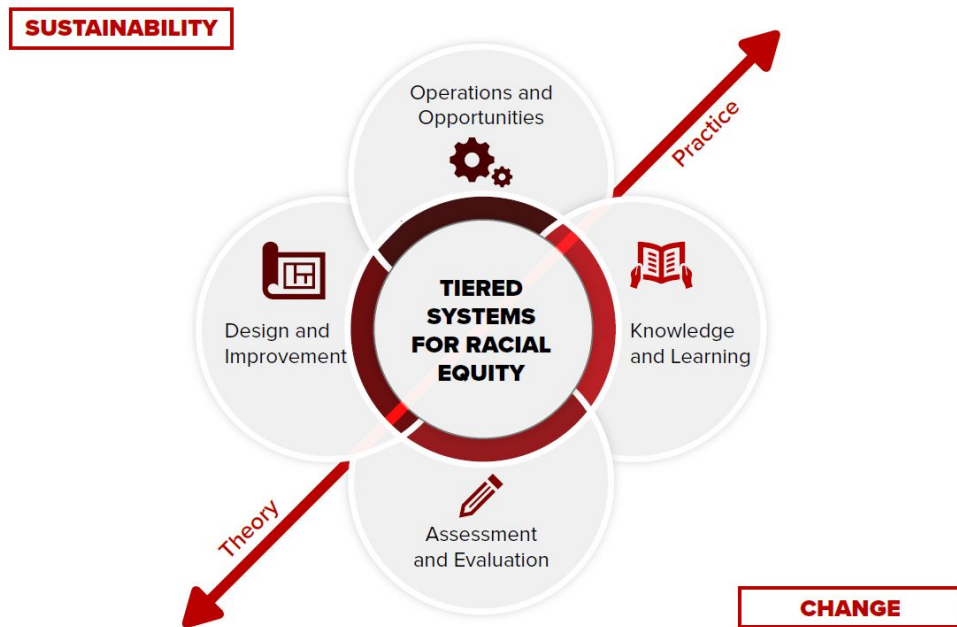


Figure 1: Tiered Systems for Racial Equity


DEI History in Worthington Schools



Board of Education
Goal:

Equity Audit →
Equity Action Plan

Equity Audit → DEI Strategic Action Plan

- Process of assessing the state of conditions for each child to receive a quality education by virtue of equitable practices at the school and district level.
 - Important Factors to Consider:
 - The pandemic impacted our progress
 - Changed to  **Ohio** | Department of Education
Advancing Academic Excellence for All: Equity Gap Analysis Tool
 - Continuous Improvement process, on-going problem-solving & growth auditing based on outcomes
 - Consultants:
 - **Dr. Noelle Arnold**, Sr. Associate Dean & Professor, Educational Administration, Department of Educational Studies, College of Education and Human Ecology, The Ohio State University
 - **Dr. Carlotta Penn** - Sr. Director of Partnerships & Engagement, College of Education & Human Ecology, The Ohio State University
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Six Components:

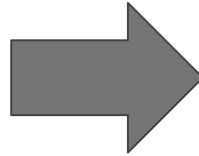
Advancing Academic Excellence for All: Equity Gap Analysis Tool

Equitable Student Access	The goal is for each child to acquire the knowledge and skills necessary to succeed beyond high school through an academically challenging and well-rounded educational experience. Schools must be deliberate in removing barriers to access, participation and achievement.
Culturally Responsive Practice	The goal is for each child to have access to educators who understand and incorporate each student's cultural and linguistic knowledge into their practice and holds them to high expectations. Culturally responsive educators also understand how their own culture shapes their approach to teaching and learning.
Student- Centered Learning	The goal is for each child to have access to teachers who adapt their instruction based on students' interests, strengths and needs, allowing students to take greater ownership of their learning.
Diverse Staff of Excellent Educators	The goal is for each child to have opportunities to engage with effective, experienced and properly certified educators who come from a variety of backgrounds (race, gender, ethnicity, language, disability, family background and/or income) who are intentionally hired, placed and supported by school and district leadership and staff with student success in mind.
Family & Community Engagement	The goal is for each child to receive tailored support to be successful through meaningful partnerships built on trust between educators, family and the community.
School Climate	When a child feels socially, emotionally and physically safe he or she will have a more successful educational experience and achieve higher academic outcomes. It is important for educators, students and families to nurture an environment of care and respect. Every member of the school community contributes to maintaining school operations and the physical environment.

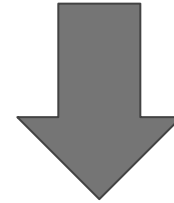
Future Approach to our DEI Strategic Action Plan

Prioritize Components

- Equitable Student Access
- Culturally Responsive Practice
- Student-Centered Learning



1 - 2 Priorities
Under
Each Component



Identify short-term, mid-term,
long-term goals



DIVERSITY • EQUITY • INCLUSION

Collective mixtures of our students, staff, families and communities characterized by our differences and similarities

Level setting of the organizational landscape where all are empowered to be their authentic selves and to contribute

Creating and fostering a trusting environment in which all are included, respected supported and engaged

We aspire to be a school district where everyone is seen, heard and valued.
- Toya Spencer, DEI Director

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Partnership with
The Ohio State University

98%

Completed Implicit Bias
Training

34

DEI Champions
(1-2 per Building)



PARTNERSHIPS & COLLABORATIONS

- The Ohio State University, College of Education and Human Ecology
 - Leading Anti-racism Change Summer Institute participant
 - Receive 1-on-1 coaching
 - Receive consultation on DEI Strategic Action Plan & Equity Audit Process
- Network with Ohio DEI Leaders in K-12 Public Education
- Worthington Alliance of Black Families and Educators (WABFE)
- Worthington Educators of Color hosted first-ever social/community-building event



PROFESSIONAL DEVELOPMENT & LEARNING

- Implicit Bias Training
 - All Staff
 - District Leadership Teams
 - Care After School Staff
- Book Studies - District Leadership team engaged in year-long book studies & conversations
 - So You Want to Talk About Race
 - Between the World and Me
 - The Hate U Give
 - For White Folks who Teach in the Hood
 - Stamped
- Cultural Resource Guide - Created for all staff to increase awareness, understanding as well as provide lesson plans & activities for students
- A Novel Approach to Reading Across the Curriculum - Created a year-long Ashland University course to examine & expand the diversity of textbooks in our classrooms
- Created a DEI Professional Resources Library in every school building
- Matthew Kay, author of *Not Light, But Fire* was keynote speaker for 2021-2022 Worthington teacher professional learning



COMMUNICATION

- Created a DEI Helpline and online Discrimination Incident Report Form
- Ms. Toya reads Program - Engaging elementary students in learning & conversations about diversity
- DEI Newsletter - Created to communicate district progress on DEI
- DEI Webpage - Created to share our commitment to DEI and to provide understanding of our efforts
- Met with Student and Teacher Groups - To understand school culture and climate



Empowering a community of learners who will change the world!



We're making progress

Board of Education Goal:

Implement
building level
diversity liaisons
in every building
to create DEI
alignment

DEI Champions

- 34 Champions that are leaders in every Worthington school building
- Lead the Impact of Implicit Bias training in their building
- Complete Personal Impact Project describing an area of professional development & growth over the year
- Completed DiSC Productive Conflict assessment to better understand their style of handling conflict



**Board of Education
Goal:**

Continue to increase culturally responsive classroom practices, including modifying/updating curriculum

**Board of Education
Goal:**

Intentional efforts in curriculum writing, will expand access, exposure, and meaningful use of diverse, grade-level texts

Course: A Novel Approach to Reading Across the Curriculum

- A year-long course with the purpose of:
 - examining and potentially expanding the diversity of novels used in our classroom
 - developing a practical framework for creating units that join the use of whole-class novels and student choice reads
 - 13 Participants, including TWHS & WKHS ELA Teachers, Toya, Steve, and Angie
 - Assess textbooks against diversity rubric
 - Engaged student voice and perspective (Socratic seminars)
 - Engaged middle school and additional high school staff
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2020-
2021

Grounding the DEI Work

- Board of Education passed "Resolution Affirming our Commitment to be an Anti-racist School District and Our Commitment to Social Justice"
- DEI Director hired in August 2020.
- "Ms Toya reads" program created to acknowledge & celebrate heritage months
- DEI Help Line created
- 95% of Classified Staff completed Implicit Bias training
- BOE passes DEI Policy

2021-
2022

Expanding Capacity for Greater Impact

- Building Champions for DEI in every building
- Board of Educations presents DEI Policy
- Implicit Bias training plan for Teachers in progress
- Equity Audit in progress
- Worthington Educators of Color (employee resource group) created

2022-
2023

Sustaining Impact & Continuous Improvement

- Continuing Equity Audit work
- DEI Strategic Plan
- Strengthening Competency of DEI Champions
- Measuring Growth & Closing Gaps

Next Steps



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Questions or Thoughts

