Joyce James Consulting conducted several sessions of “Crucial Conversations” with FWISD Principals, Assistant Principals, Learning Network Specialists, Curriculum Specialists, District Leadership, and the Board of Education.

May 2014
FWISD Board of Education approved the Pledge by America’s Great City Schools to better serve FWISD males of color.

October 2015
FWISD hires new Superintendent, Dr. Kent P. Scribner

February 2016
FWISD Board approved the creation of the Equity Committee

March 2014–Present
The Equity for Student Success Initiative continues the work of Joyce James Consulting at five identified campuses in the Dunbar and OD Wyatt pyramids.

February 2015
FWISD hosts the My Brother’s Keeper Community Summit and launched MBK Chapters at 14 FWISD high school campuses

February 2016
Superintendent Scribner presents a new organizational structure that introduces the Division of Equity & Excellence

March 2016
The Division of Equity & Excellence was solidified.
The Language of Equity

**Educational Equity**

When we raise the achievement of all students while narrowing the gaps and eliminating the racial predictability and disproportionality of student groups.
The Language of Equity

**Disproportionality**

The over- or under-representation of a given population group, often defined by racial and ethnic backgrounds, but also defined by socioeconomic status, national origin, English proficiency, gender, and sexual orientation.
FWISD Student Demographics

2015-2016 SY

<table>
<thead>
<tr>
<th></th>
<th>COUNT</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>19,856</td>
<td>22.9%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>54,279</td>
<td>62.5%</td>
</tr>
<tr>
<td>White</td>
<td>9,688</td>
<td>11.2%</td>
</tr>
<tr>
<td>American Indian</td>
<td>130</td>
<td>0.1%</td>
</tr>
<tr>
<td>Asian</td>
<td>1,619</td>
<td>1.9%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>64</td>
<td>0.1%</td>
</tr>
<tr>
<td>2 or more</td>
<td>1,233</td>
<td>1.4%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>86,869</td>
<td>100.0%</td>
</tr>
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</table>

Source: TEA Texas Academic Performance Report 2015-2016 District Performance
FWISD Teacher Demographics

2015-2016 SY

Source: TEA Texas Academic Performance Report 2015-2016 District Performance
The Need for Equity

AP/IB Participation
All Subjects - 2015

Source: TEA Texas Academic Performance Report 2015-2016 District Performance
The Need for Equity

Graduation Rates
4-Year Longitudinal Rate
(Class of 2015)

Source: TEA Texas Academic Performance Report 2015-2016 District Performance
The Need for Equity

College & Career-Ready Graduates (Class of 2015)

Source: TEA Texas Academic Performance Report 2015-2016 District Performance
The Need for Equity

The effect of poverty.... ?

Source: Texas Assessment Management System: www.texasassessment.com
a conversation about Equity
A new Jr. Optimist Club was chartered at Meadowbrook Elementary. Twenty new members will focus on leadership development and community service.

The Eastside Alliance partnered with radio station 97.9 The Beat to create a fun and informative voter registration event. Anyone in the Fort Worth community who was eligible to vote was invited to join our students in getting registered they could exercise their right to vote and make their voice heard.

The event was also covered by KXAS Channel 5 and WFAA Channel 8.

Eastern Hills and Dunbar High School cheerleaders come together to give a shout out to the growing unity in the Eastside community!
Historic Stop-Six Initiative

Walking School Bus at CC Moss Elementary, in collaboration with Blue Zones Project.

In collaboration with Commissioner Roy Brooks Precinct 1 Tarrant County, and Fort Worth Fire Department, A/C units were donated and installed for those in need.

Cavile BackPack Give-A-Way, Mr. Walker speaks to the community about the direction FWISD reading initiatives for our children.

Director, Mr. Carlos Walker
Morningside Children’s Partnership

MCP held a parent reading workshop at the Ella Mae Shamblee Library and children received free books. This was a partnership with the Fort Worth Public Library and the Red Oak Foundation.

President Bush visited Briscoe ES to talk to students, staff, and community about the importance of school leadership.

Back to school parade & service fair at Morningside MS. Over 500 backpacks, stuffed with school supplies, were handed out to students (over 3000 people attended)

In collaboration with multiple community organizations, MCP held a Community Extravaganza at Carroll Peak ES. The event focused on housing, financial literacy and science.

Director, Mr. Andrew Chambers
<table>
<thead>
<tr>
<th>Board</th>
<th>Campus</th>
<th>Central Office</th>
<th>Community</th>
</tr>
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<tbody>
<tr>
<td>Moss, Christene</td>
<td>Cabello, Dianna (Teacher)</td>
<td>Breed, Sherry</td>
<td>Alphonce, Jimmy</td>
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<tr>
<td>Paz, Ashley</td>
<td>Gonzalez, Pedro (Student)</td>
<td>Gravelle, Elizabeth</td>
<td>Brigance, Kevin</td>
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<tr>
<td>Ramos, Jr., Jacinto</td>
<td>Ibarra, Jesus (Student)</td>
<td>Griffith, Barbara</td>
<td>Clark, Rickie</td>
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<tr>
<td>Robbins, Norman</td>
<td>Johnson, Isaiah (Student)</td>
<td>Grover, Barbara</td>
<td>Haynes, Ivy*</td>
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<td>Jones, Cara (Teacher)</td>
<td>Johnson, Steven</td>
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<td>Hickman, Olga</td>
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<td>Jones, Trevone (Teacher)</td>
<td>Mattingly, Cissy</td>
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<td>Hodges, Charles</td>
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<td>Lindsey, Devon (Student)</td>
<td>Monge, Sammy</td>
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<td>Krachmal, Max</td>
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<td>Morales, Hugo (Student)</td>
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<td>Pouillard, Eric (Asst Princ)</td>
<td>Rincon, Cynthia</td>
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<td>Phillips, Quinton</td>
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<td></td>
<td>Young, Patricia</td>
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<td>Walker, Carlos</td>
</tr>
</tbody>
</table>
Equity Work in Progress

Draft of a Racial Equity Policy

Purpose: To ensure appropriate action is taken to reduce the opportunity & achievement gap

• Provide guidance on ensuring all students have access to a high quality education, instruction and curriculum.
• Seek out and take purposeful action to acknowledge and correct practices which may hinder student success.
• Ensure the district actively monitors and takes action to reduce the disproportionate number of students losing instructional time due to discipline referrals.
• Reduce the over-representation of children of color in Special Education.
• Increase the number of students participating in Advanced Academic opportunities.
Equity Work in Progress

Goals Developed

*Committee has identified several areas that need immediate attention:*

• Ensure high-quality Pre-K Programs.
• Identify and promote successful literacy practices in schools and our community
• Increase student attendance and reduce drop-out rates
• Identify and promote alternatives to exclusionary discipline practices
• Expand access to early college, AP courses, and Dual Credit opportunities
• Increase mentorship and apprenticeship opportunities
Equity Work in Progress

District Commitment

*Purpose: To set expectations on how business should be conducted in FWISD.*

- Honor and embrace diversity.
- Listen first and seek to understand.
- Speak up when current practices appear to be inequitable.
The Path Ahead...

2016-2017

• All Subcommittees/Action Teams will be established and charged with accomplishing 1-2 priority goals
• Subcommittees will provide regular reports to the Racial Equity Committee regarding progress on their Goals
• Create opportunities for District-wide Racial Equity Discussions, Training, and System-wide implementation.
• We will bring Racial Equity Policy forward for approval.
Get Involved – Provide your Feedback!

Visit the Division of Equity & Excellence website –

Click on the “Get Involved” link…

Using the Lens of Equity, give us your feedback and suggestions on how to accomplish the District’s 2016-2017 Goals and Priorities.
Thank you!

Division of Equity & Excellence
and
FWISD Racial Equity Committee