

**PRESENTATION
OF THE
CMS EQUITY COMMITTEE'S
REVIEW
OF THE
CITIZENS' TASK FORCE
RECOMMENDATIONS**

September 12, 2006

Members of the CMS Equity Committee

- Alice Bennett
- William Garcia
- Richard Helms
- Ellen C. Martin
- Dorothy Waddy
- Rev. George Cook, Jr., Vice Chair
- Paul R. Haisley
- James H. Henderlite
- Reggie Singleton
- Julian H. Wright, Jr., Chair

The Equity Committee's Task

The Board of Education asked us to do the following:

- Review the 21 different recommendations from the Citizens' Task Force
- Evaluate the 21 recommendations of the Task Force as likely to “impede equity” or “enhance equity;” and
- Report back to the Board with our evaluation.

The Equity Definition

Equity is the condition in which each student is able to realize his/her full potential for academic achievement, individual performance, and personal success.

Equity requires:

- an on-going process to allocate resources
- an equal allocation of baseline resources as the first step
- a differentiation of resources among all schools

The Reality of Our Task

- Difficult, if not impossible
- Our overwhelming answer is:
 - “It Depends.”

Equity Committee Comments

Task Force Recommendations No. 1, 2 & 3: CMS should be divided into areas with decentralized operations.

- Will these recommendations really improve “customer service”?
- Will they actually save or cost money?
- Where will the lines be drawn?
- Will this impact student achievement?

Equity Committee Comments

Task Force Recommendation No. 4: **High performing schools in each area should be given “charter-like” autonomy.**

- How is “high-performing” recognized and measured?
- Is autonomy an adequate “reward” for innovation?
- Does CMS already have some degree of flexibility for principals? What exactly do we mean by “autonomy”?

Equity Committee Comments

Task Force Recommendation No. 5: Establish “choice schools” with distinctive programs and socio-economically diverse student bodies.

- Will the programs be robust enough to attract students?
- Will the loss of students and resources impair “regular” schools?
- How do you accomplish socioeconomic diversity?

Equity Committee Comments

Task Force Recommendation No. 6: Employ a strong superintendent/CEO under a performance contract, with expanded authority to run the district.

- Isn't that what CMS already has done?
- How do we define performance that should be rewarded?
- What political role does the Superintendent have?

Equity Committee Comments

Task Force Recommendation No. 7: CMS should intervene to reconstitute and redesign low-performing schools .

- Isn't CMS already doing this? Are they doing enough?
- How do you measure low-performing?
- What specifically does “reconstitute and redesign” mean?

Equity Committee Comments

Task Force Recommendation No. 8: CMS should outsource non-instructional services such as transportation, food service, and printing.

- Is it cost-effective? Will outsourcing result in better service?
- Will this enable trained educators to reduce their non-educational tasks?
- Are there partnership opportunities such as with the city's transportation services?

Equity Committee Comments

Task Force Recommendation No. 9: CMS should restructure its large “comprehensive” high schools to create a portfolio of small, highly focused, personalized high schools.

- How does this model impact student achievement?
- Is this model cost-effective?
- What will be different other than breaking up the size of the school?

Equity Committee Comments

Task Force Recommendation No. 10: CMS should move its K-8 student assignment to a plan based on residence and 9-12 to a system of open enrollment within “areas”.

- How do you ensure equitable allocation of resources?
- How do you determine the “areas” for high school enrollment?
- How do we deal with the “aggregation of poverty”?

Equity Committee Comments

Task Force Recommendation No. 11: CMS should replace its existing staffing standards method of funding schools with a weighted student-based budgeting system.

- Hasn't CMS implemented a form of this already?
- Will the result be a fair allocation of resources?
- Will all schools be able to adjust to the increase or decrease in their allocation?

Equity Committee Comments

Task Force Recommendations No. 12, 13 & 14: The District should broaden its approach to its facilities capacity to include external providers, community partners, and K-8 options, as well as consider transferring responsibility to a city-planning agency.

- How many truly underutilized schools exist?
- Who will monitor external providers?
- How do you coordinate CMS needs with a separate facilities agency and external providers?

Equity Committee Comments

Task Force Recommendations No. 15, 16, 17, 18, 19, & 20:

The Current Board of Education structure as well as the districts they serve should be changed.

- These proposals should be discussed and debated.

Equity Committee Comments

Task Force Recommendation No. 21: A Civic Commission on Excellence in Education should be established to support the reform of CMS.

- Will it be inclusive of all diversity?
- Do we really need another committee or just more collaboration of existing groups?
- Is this just another organization doing the Board's job?

- A General Bias for “Study Fast; Implement Careful” (with apologies for the grammar)
- A Time For Questions