

**PRESENTATION OF THE CMS  
EQUITY COMMITTEE'S 2008  
REPORT TO THE  
CHARLOTTE-MECKLENBURG  
BOARD OF EDUCATION**

**February 26, 2008**

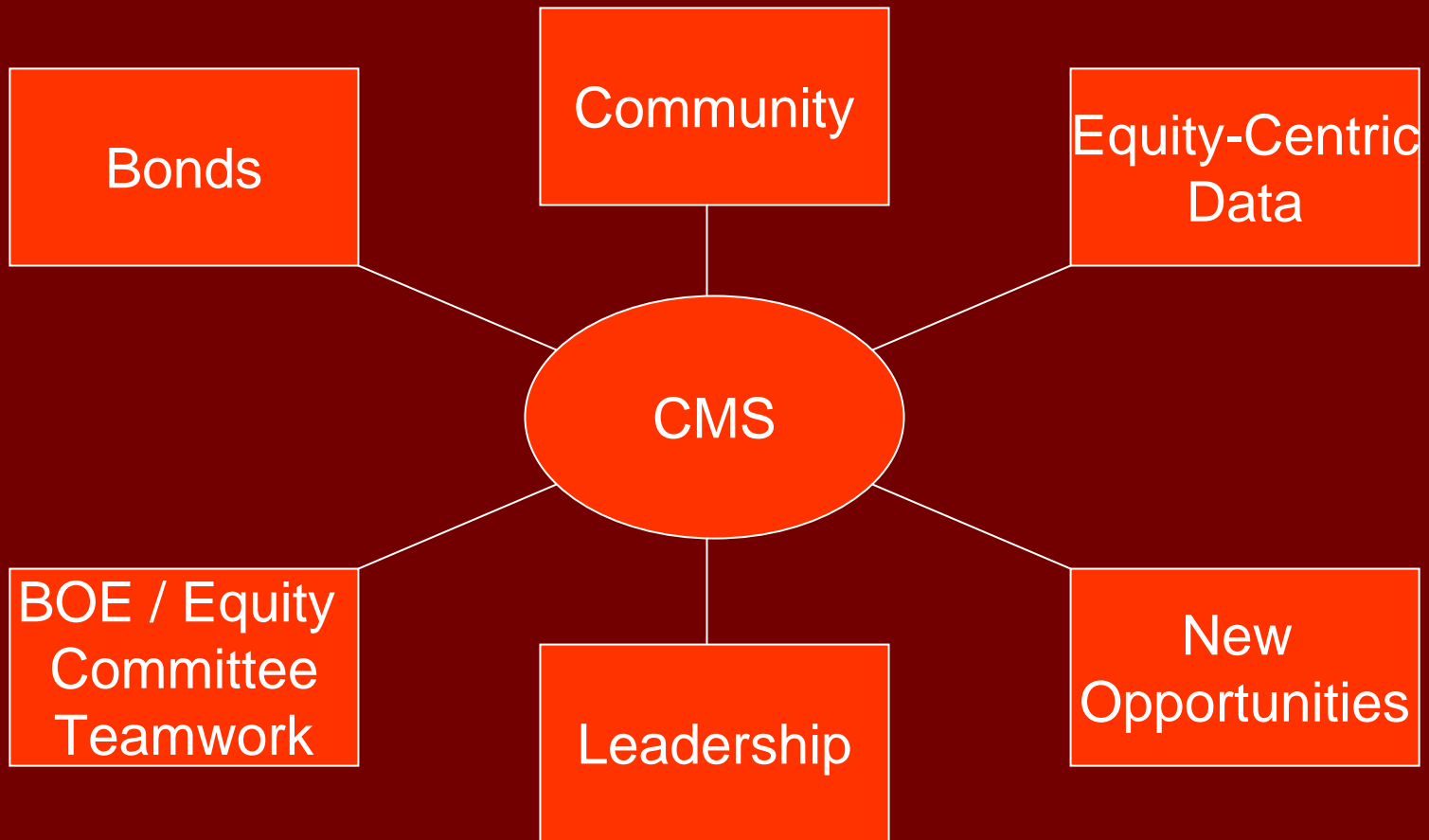
# CMS Equity Committee

- Maria Boral, *Vice Chair*
- Kelley Doherty, *Chair*
- Paul R. Haisley
- James H. Henderlite
- Carol Sawyer
- Julian H. Wright, Jr.
- Patsy Burkins
- Geneal Gregory
- Richard Helms
- Ellen C. Martin
- Reggie Singleton

# The Board of Education-Endorsed 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 to each school so that each student has access to rigorous academic challenges and an environment that promotes high expectations. An equal allocation of baseline resources is the first step toward equity, but equity requires much more. Equity requires a differentiation of resources among all schools to enable every school to meet the unique needs of each student.

# Progress



# 2007 Committee Activities / Contributions

- Leadership on a comprehensive Board Policy pertaining to Bullying
- Continued annual school tours ('07 focus was on schools affected by Weighted Student Staffing teacher allocations)
- Studied the Weighted Student Staffing issue in detail; earmarked the issue for actionable recommendations in '08.
- First time ever – participated in reviewing the annual CMS Equity Report.
- Reviewed school safety data as an equity issue but relevant data was unavailable.

# Areas of Deepest Concern

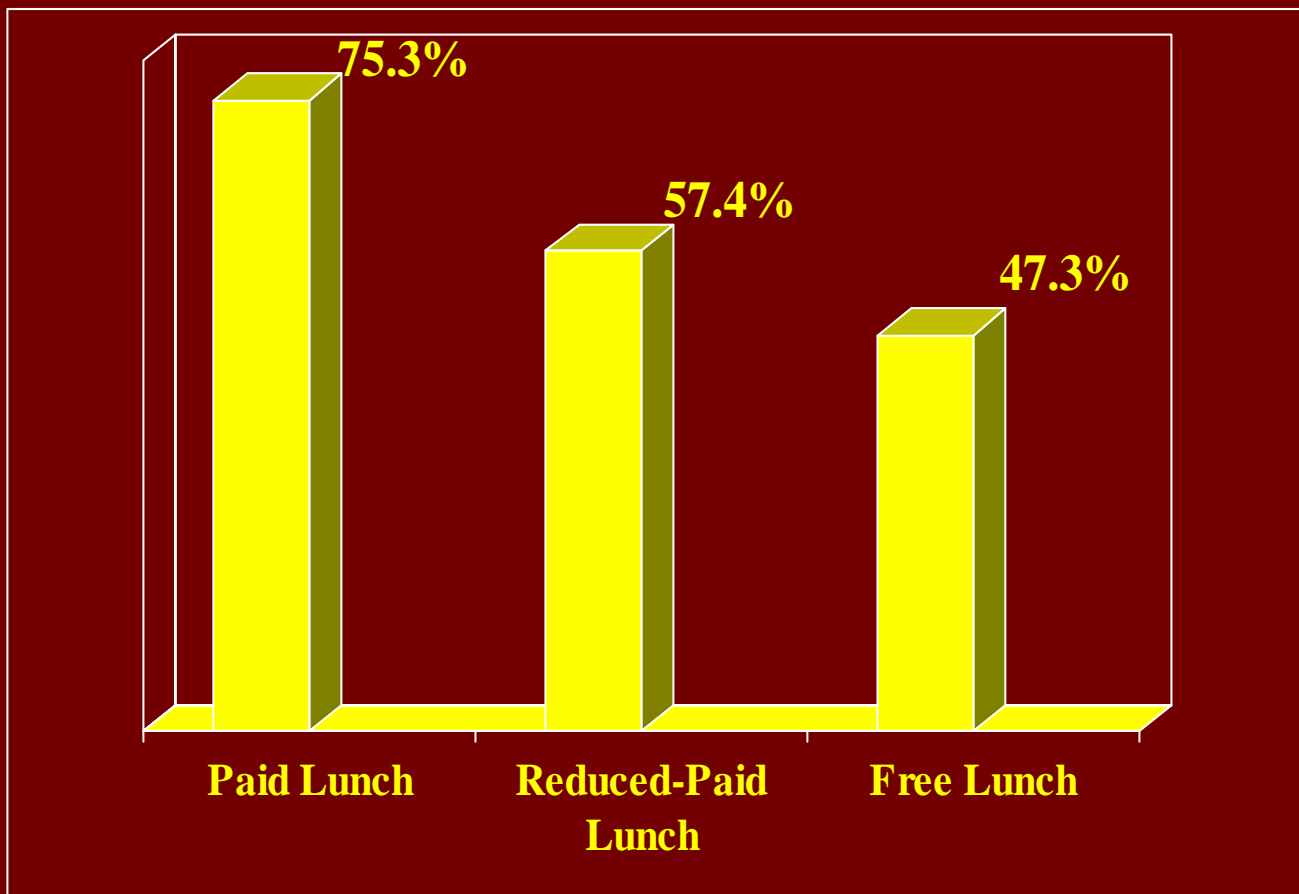
## 1. Student Achievement

- Large numbers of students are failing to meet their educational potential.
- Achievement level is highly correlated with poverty metrics (e.g. FRL)
- 2006-07 → of top 25 elementary schools, none were FOCUS schools; of lowest 25 elementary schools, all but four were FOCUS status; same trend in middle schools where the top 16 of 31 were non-FOCUS schools (except one magnet) while the lowest 15 were all FOCUS.
- Graphs on following pages presented by Equity Committee last year are illustrative of disparities we face by socio-economic status for 2006-07 (2007-08 not available yet).

# Disparities by Socio-Economic Status Among High Schools

2006-07 School Year

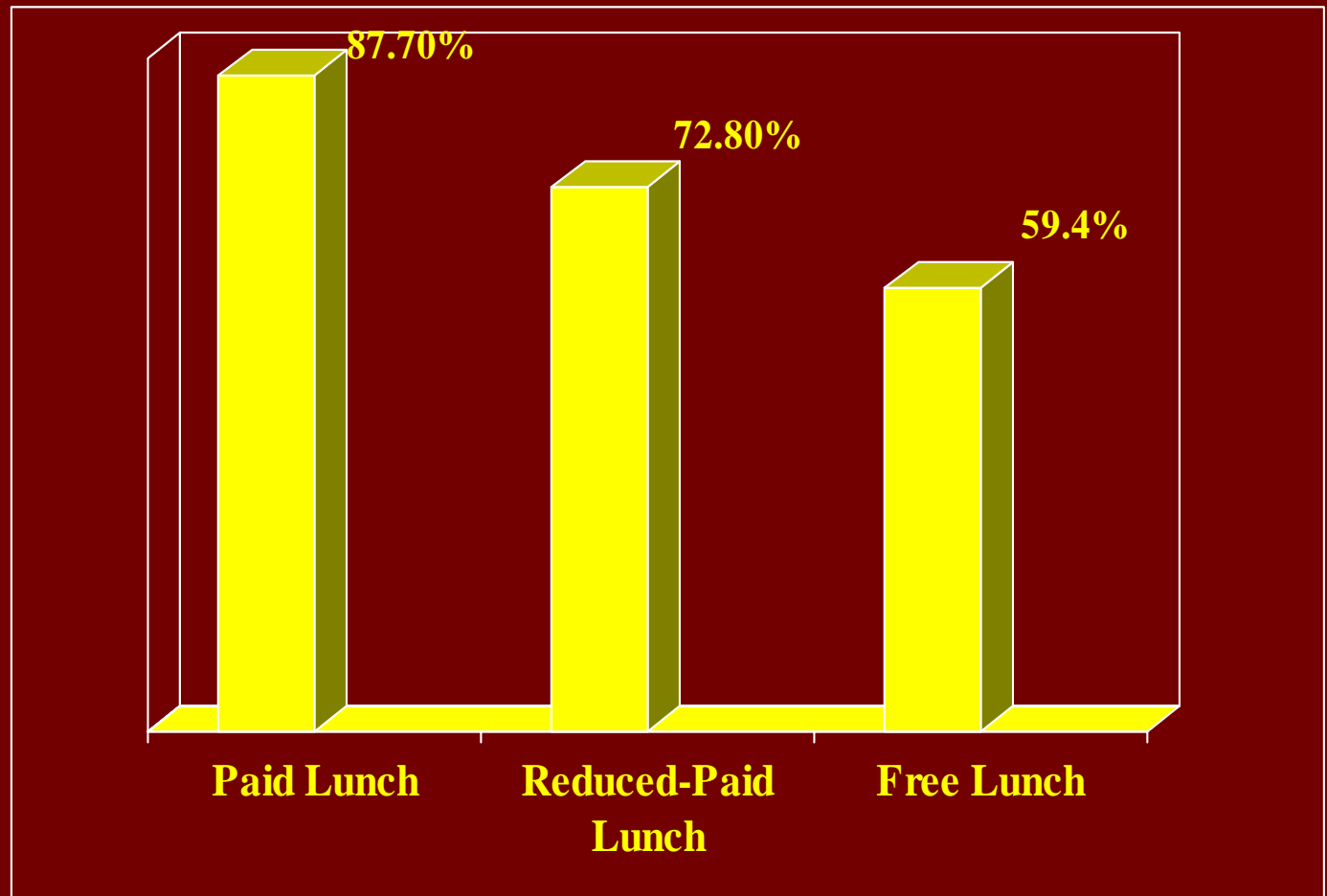
Percentage  
of Students  
on Grade  
Level



# Disparities by Socio-Economic Status Among Middle Schools

2006-07 School Year

Percentage of Students on Grade Level

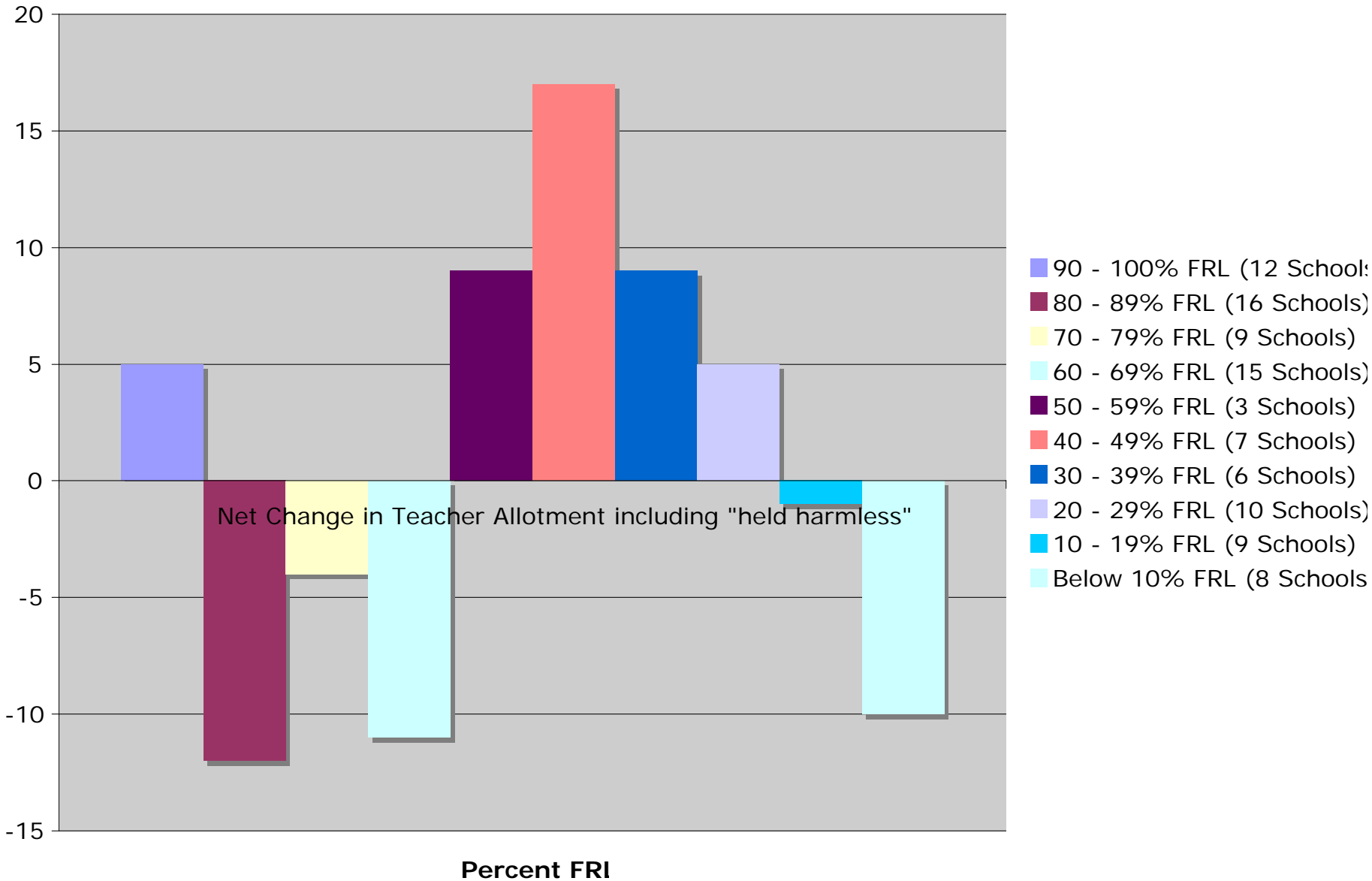




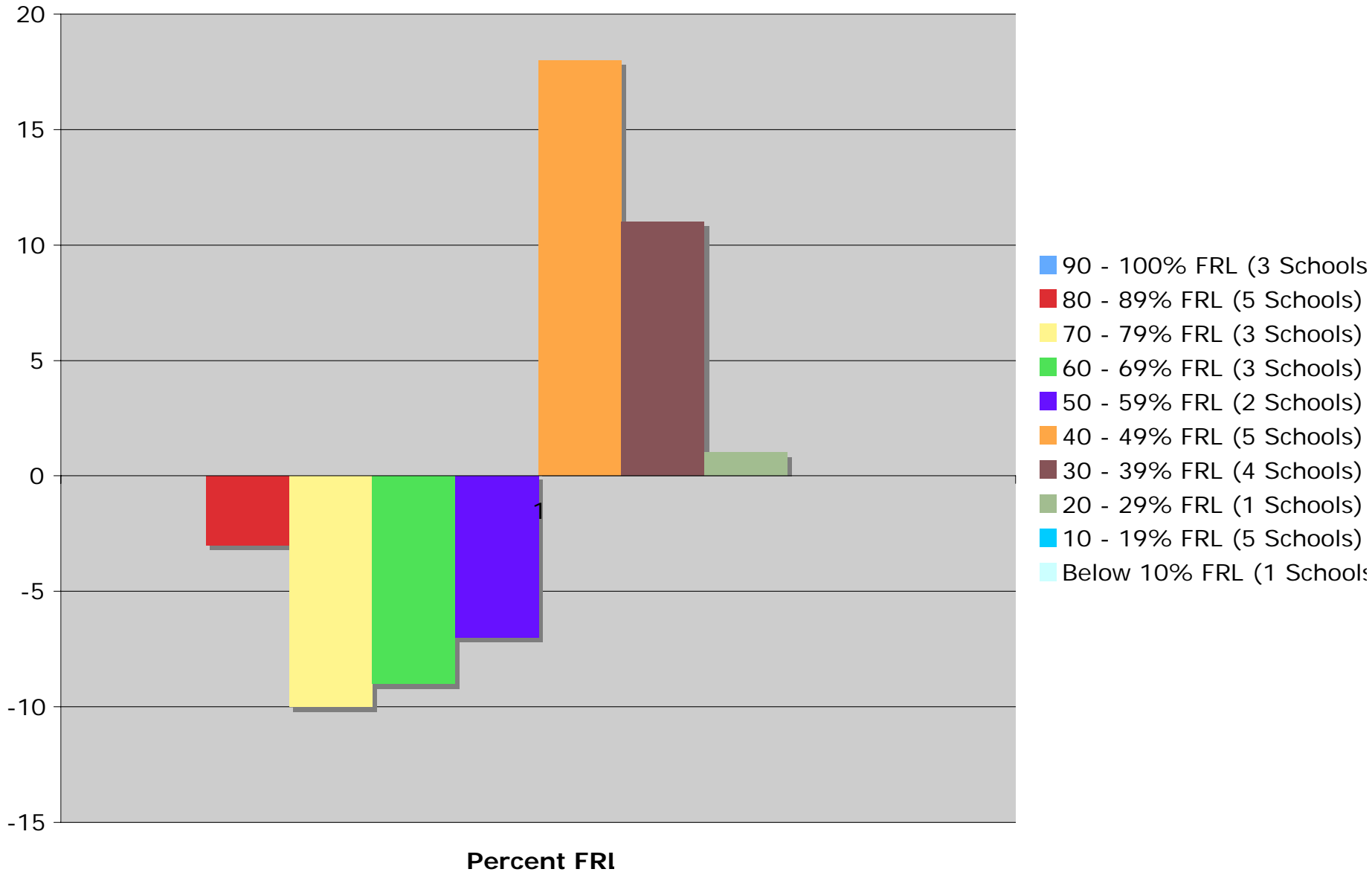
# Areas of Deepest Concern (cont.)

2. School Tour Feedback
3. Emphasis on Programs Over Staff
4. Clear, Accurate and Timely Data
5. Weighted Student Staffing
  - Graphs on following two pages demonstrate that teacher re-alignment may not have delivered staff in the most effective manner including many staff re-allocations came from majority poverty schools.
  - Note: the graphs control for the effect of student enrollment numbers.

# Elementary: Net Change in Teacher Allotments due to WSS (includes harmless in 2006-07)



# Middle School: Net Change in Teacher Allotment due to WSS (inc positions held harmless in 2006-07)



# Recommendations

- Conduct Cost-Benefit Analysis on programs vs. staffing, teacher training, student tutoring, co-curriculars, etc.
- Attracting/Retaining Teachers:
  - Bring back the mentor program
  - Dedicated HR recruiters to find diverse staff to mirror student population
  - Lateral Entry program overhaul
- Adopt Bullying Policy
- Continue putting an equity lens on data and dashboards

# 2008 Equity Committee Approach

- 3-4 Core Issues with depth of study and goal of driving actionable recommendations to the Board; *ad hoc* issues are welcome as needed.
- Sub-committees assigned to work on issues “offline”
- Monthly meetings focused on updates from sub-committees
  - Primary focus of discussion on project-based feedback and establishment of “next steps” so each project is results-oriented.

# Special Acknowledgements

- Board of Education
- Superintendent Dr. Peter Gorman
- Rev. Tom Tate, Board Liaison to the Equity Committee
- CMS Diversity Specialist, José Hernández-París
- CMS Leaders: Barbara Pellin, Tyler Ream, and Tony Bucci