

MNPS Equity Roadmap

Academic, Social-Emotional Learning, Transitions

WHERE WE ARE: Nashville for the first time has instituted a virtual learning environment due to a global health pandemic. This challenge has amplified the inequities many of our students' face, especially the digital divide amongst students of color and low-income students. MNPS represents most students who are African-American (41%) Latinx or Hispanic (29%) or Asian (4%). Prior to the pandemic the disproportionality in disciplinary practices for Black and Latinx students remained unchanged as these students are suspended or expelled at 3x's that of white students. Data highlights that only two out of 10 Black/Latinx/Native American students read at grade level in an increasing performance gap with their white counterparts. We also see racialized gaps in numeracy, which is a proven gatekeeper to college success. Many students within these group dynamics, via survey and focus conversations, express feelings of being marginalized, unseen or underestimated.

WHERE WE ARE GOING: In November of 2021, the Office of Diversity, Equity, and Inclusion formulated the MNPS Equity Roadmap with the intention to highlight and display the district's commitment to racial equity and to identify the personal, professional, and institutional strategies necessary to address historical systematic barriers that disproportionately affect specific student groups. The Roadmap's guidance will serve to cultivate culturally responsive sustainable learning environments by identifying and eliminating structural inequities for these student groups so that all children and educators have the resources, tools and support needed to excel academically and socially.

STRATEGIES: Establish internal foundational awareness of the Roadmap and the guidance within; Establish the adaptation of a district wide Equity Lens; Partner on various MTSS PL opportunities and equity planning sessions directly with School Leaders; Establish a collaborative Education Equity Council to serve as a supportive body to help monitor and provide advice for organization wide culture shifts and the equitable practices to achieve it; Develop a comprehensive professional learning plan that scales along a continuum of growth of culturally responsive equity competencies.

MEASURABLE GOALS:

- Launching the District-wide Equity Roadmap that outlines the foundational efforts to reduce opportunity gaps across student groups and grow educator equity efficacies.
- Provide a continuum of Professional Learning for every District Department, Principal, educator and building support personnel on the foundational competencies of equity and cultural literacy that will impact their leadership skills and daily practices.
- Establish and launch a collaborative District-wide educational equity working committee, inclusive of teachers, parents and students, to provide guidance and feedback on all equity policies, practices, and initiatives.

AT A GLANCE

- **Challenges:** For too many of our students the predictability of success or failure in public education has correlated with race, class, ethnicity. These systematic inequities have led to the lack of opportunities to maximize a student's full academic and social potential.
- **Opportunities:** The dimensions of the Equity Roadmap ground MNPS and the broader community in the values and structures essential to doing transformational personal, relational and institutional work needed to create more equitable learning experiences and outcomes.
- **Outcomes:** Reducing opportunity gaps across academic measures and creating a more equitable district for all.
- **Partnerships:** Intentional collaborative efforts shall exist via parent, teacher, student and community agreements. Partners include the Peabody College at Vanderbilt; Research and the Race and Research Institutes; Nashville Area Chamber, PENCIL, Nashville Public Education Foundation, Office of the Mayor, The Race and Equity Institute, United Way of Middle TN, PASSAGE, N.O.A.H, IMF



INITIATIVE LEADS:

Ashford Hughes, Executive Officer for Diversity, Equity and Inclusion

Chris Henson, Chief Financial Officer

Kenneth Stark, Executive Officer of Operations

Renita Perry, Interim-Executive Officer of Innovation