



# Dallas Independent School District Racial Equity Update

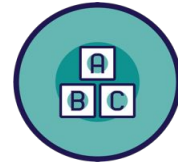
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Dr. Sharon Quinn  
Deputy Chief, Dallas ISD Racial Equity Office  
November 9, 2020

# AGENDA



**Racial Equity Office Objective & Purpose**



**Equity Working Group Study Results**



**Organization Chart**



**Professional Development**



**Progress Monitoring**



# Dallas ISD is Leading the Way in Addressing Racial Equity

In 2017, the Dallas ISD Board recognized this history of systemic and institutional racism in our country and in Dallas ISD and made a unanimous commitment to responding via the **Racial Equity Resolution and Policy**.

The District acknowledges the history of institutional racism that systematically and systemically prohibited the educational and societal advancement of students.

**The District recognizes its history** in participating in societal ills that have perpetuated racial inequity and discrimination.

The District shall create an environment that understands providing **additional and differentiated resources** to support the success of all students shall be fundamentally necessary to achieve racial and educational equity.

Source: [Dallas ISD Board Racial, Socio-Economic, and Educational Equity Policy](#), July 2018.

The District shall establish **the Racial Equity Office (REO)**.

The REO shall function to create opportunities to eliminate inequitable practices within the District... that negatively impact achievement for all student groups, with **emphasis on African American and English language learners**.



# Dallas ISD is Leading the Way in Addressing Racial Equity

In 2020, the Dallas ISD Board again made a commitment to the Black Students and Black Lives of Dallas ISD.

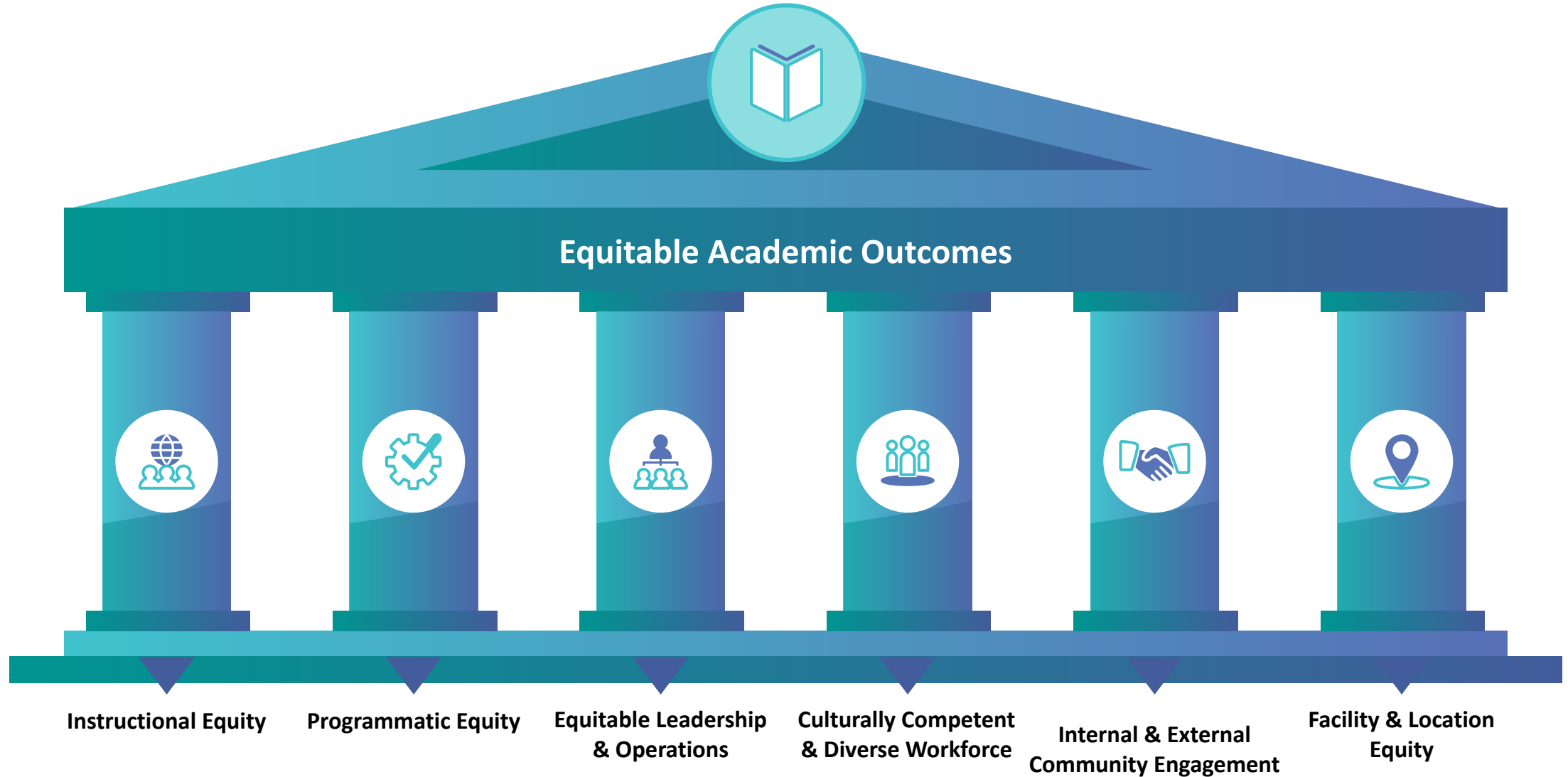
WHEREAS, current events have enhanced the need for **communities and leaders to stand in solidarity against the murder of unarmed Black men and women** by declaring unequivocally that the lives of Black students and Black people in our community matter.

WHEREAS, today **our Black students** represent 21% of the district but continue to **experience inequity of access to learning** and are disproportionately overrepresented in discipline statistics and special education programming while being underrepresented in rigorous classes including Advanced Placement, honors and gifted and talented programming.

Source: [Dallas ISD Board Racial, Socio-Economic, and Educational Equity Policy](#), July 2018.

To this end, Board members in collaboration with the community will identify high need issues and shall **reconvene with the Superintendent in 30 days to begin to effectively address the issues** by using the tools, systems, resources and talent that exist within our district and community and equitably investing resources for our students and their families **to achieve marked and measurable improvements for Black students within Dallas ISD over the next year.**

# PROPOSED REALIGNMENT OF AEA BOARD POLICY



# BIG IDEAS AND FOUNDATIONS FOR SUCCESS

## Big Ideas

*(1.1 – 7.3) indicate specific actions under each of these big ideas*

**1. Expand Support for Teachers at Higher-Need Schools**  
(1.1, 1.2, 1.3)

**2. Support the Hiring of Strong Teachers at Higher-Need Schools**  
(2.1, 2.2, 2.3)

**5. Ensure Equitable Access to Application & Lottery Programs and Advanced Course Pathways**  
(5.1, 5.2, 5.3, 5.4)

**6. Provide Coordinated School Budget, Staffing and Scheduling Options that Optimize Resource Use for Student Learning**  
(6.1, 6.2, 6.3, 6.4)

**3. Accelerate Teacher Growth through Meaningful Collaboration**  
(3.1, 3.2, 3.3)

**4. Invest in Strong Leaders at Higher-Need Schools**  
(4.1, 4.2, 4.3)

**7. Determine Funding Levels that Differentiate for Student Need & Incoming Performance**  
(7.1, 7.2, 7.3)

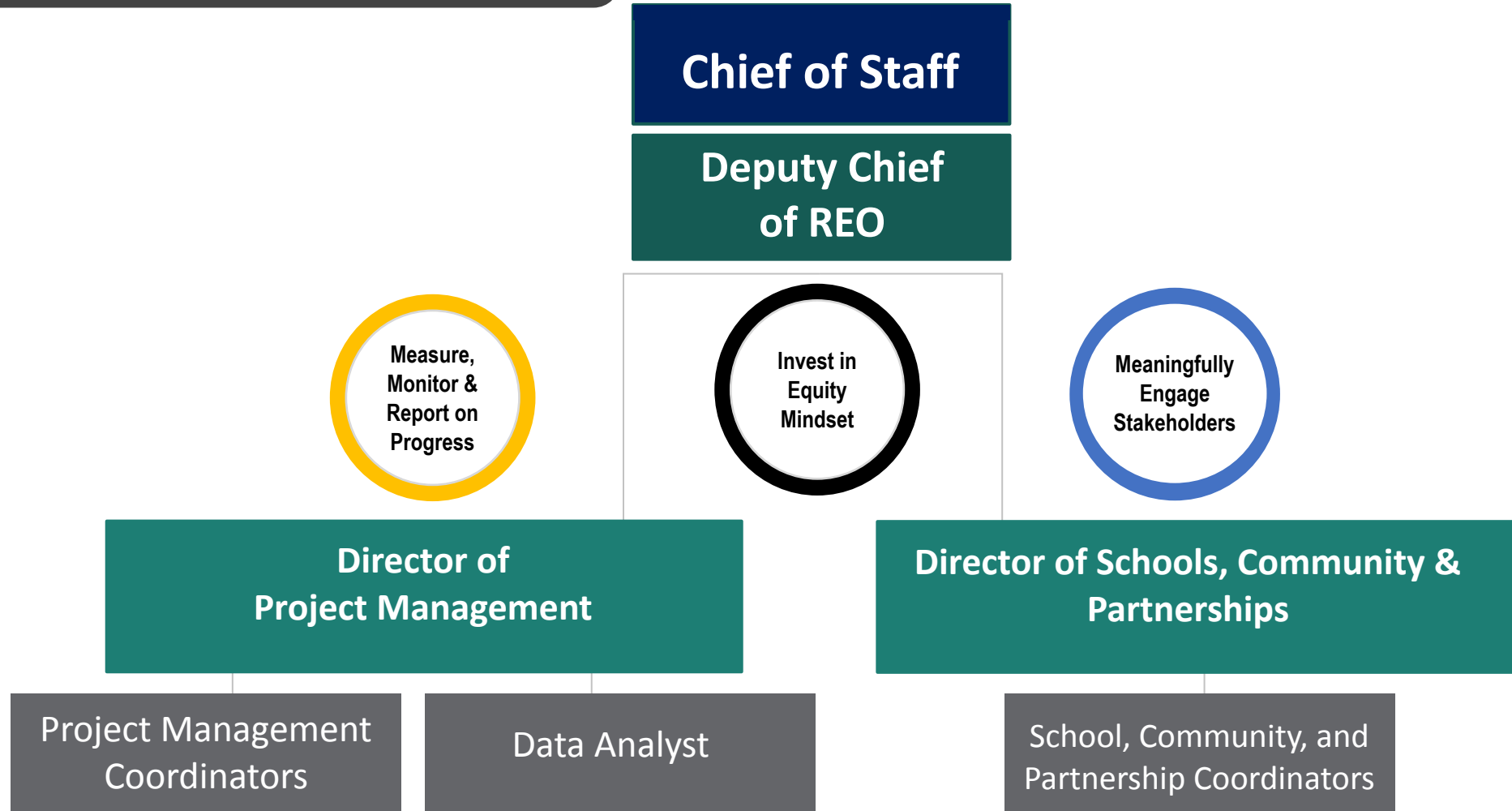
## Foundations for Success

Measure,  
Monitor &  
Report on  
Progress

Invest in  
Equity  
Mindset

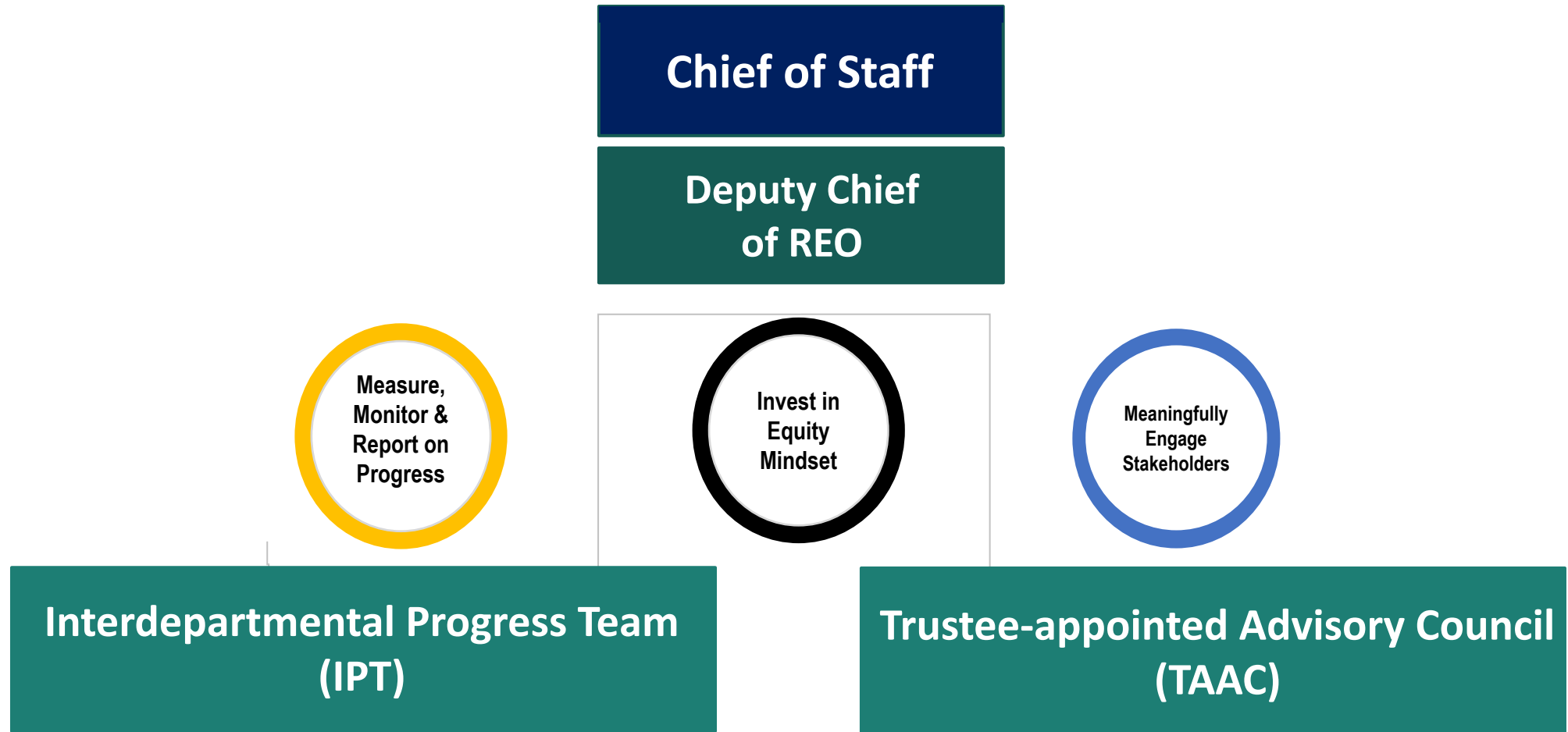
Meaningfully  
Engage  
Stakeholders

# ORGANIZATION MODEL





# ORGANIZATION MODEL





# LAUNCHING CQ TRAINING IN DALLAS ISD

## 23,000 Employees

**Campus  
Staff**

**October  
2020**

**November  
2020**

**December  
2020**

**January  
2021**

**Feb & March  
2021**

**April & May  
2021**

### Session #1

- ✓ Culture Matters
- ✓ Mapping Cultural Diversity

### Session #2

- ✓ What's Your CQ Overview?
- ✓ What's Your CQ Drive?
- ✓ What's Your CQ Knowledge?

### Session #3

- ✓ What's Your CQ Strategy?
- ✓ What's Your CQ Action?
- ✓ Case Study CQ Action Plan

### Session #4

- ✓ My UB E-Learning
- ✓ ½ Day PD session UB on January 4, 2021

### Session #5

- ✓ Campus Guided 1-hour session

### Session #6

- ✓ Campus Guided 1-hour session
- ✓ Post Test

**Central  
Staff**

**May 2021**

**August 2021**

# DISTRICT-WIDE PROFESSIONAL DEVELOPMENT

## Cultural Intelligence (CQ) Training (as of November 2nd)

- 74 Sessions
- 9,615 Participants
- 224 Schools
- 11 Executive Leadership Team Members

## CQ Webinar

- 1,158 Registrations
- Next Webinar: December 7th

# EXPANDING CQ TO THE DALLAS ISD COMMUNITY

**WEBINARS: Dismantling Racism & Creating an Anti-racist School Community**



**TOWN HALLS: Community Conversations on Dismantling Racism**



# MEASURING THE WORK

## CQ Capabilities Assessments

- Pre- and post-assessment
- Aggregate/Disaggregate Data
- Individual Action Plans

## Climate Surveys

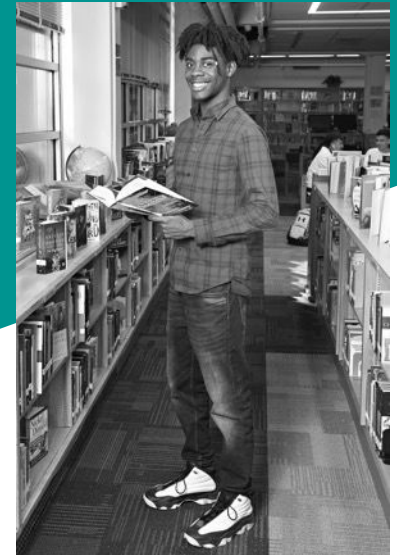
- Students
- Parents & Caregivers
- Staff

## Data from Academic Performance

- Common Assessments
- Assessment of Course Performance (ACP)
- EOY State Assessments

## Interdepartmental Progress Team (IPT)

- Bi-monthly check-ins
- Monthly group meetings



# OVERVIEW OF PILLARS AND PLANNED UPDATES

Pillar	Topic	Briefing Dates
→ Culturally Competent & Diverse Workforce	Foundation for Success: Invest in Equity Mindset	October 8, 2020
→ Instructional Equity	Big Idea: Teaching Quality	December 3, 2020
→ Facility & Location Equity	Student and Family Resource Centers	January 14, 2021
→ Programmatic Equity	Big Idea: Equity of Access	February 11, 2021 - Discipline & SPED May 13, 2021 - Choice
→ Internal & External Community Partnerships	Foundation for Success: Meaningfully Engage Stakeholders	March 11, 2021
→ Equitable Leadership & Operations	Big Idea: School Leadership Quality Big Idea: Coordination & Coherence Foundation for Success: Monitor Progress	April 8, 2021 - Budget June 10, 2021 - Principals
→ Equitable Academic Outcomes	STAAR	August 12, 2021



November 5th Board Update focuses on actions since Black Lives Matter Resolution

# THANK YOU

## Questions?

