

# One Fairfax in Fairfax County Public Schools

Fairfax County Board of Supervisors  
and School Board  
Joint retreat

February 3, 2020





# Definition of Equity from One Fairfax

*“Education that promotes a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful, and that every child is reached, challenged, and prepared for success in school and life.”*

# STRATEGIC FOCUS

## SCHOOL YEARS 2018–20

Over the next two years, FCPS will focus school and department efforts in eight areas to make progress on our strategic goals of Student Success, Caring Culture, Premier Workforce, and Resource Stewardship. Together the eight focus areas will support our students' development of Portrait of a Graduate attributes.

### PORTRAIT OF A GRADUATE



» EFFICIENT BUDGETING AND ALLOCATION

» MARKET-COMPETITIVE COMPENSATION  
» EXCEPTIONAL EMPLOYEES

» WELCOMING ENVIRONMENT  
» HEALTHY LIFE CHOICES

» PORTRAIT OF A GRADUATE ATTRIBUTES  
» ELIMINATION OF GAPS  
» EARLY EDUCATION



The [Equity Profile](#) is a part of the work outlined in the One Fairfax Policy which states, "**Fairfax County Public Schools will incorporate data and publish performance measures that can be analyzed, quantified, and disaggregated to evaluate the extent to which our systems are achieving goals.**"

Data is published on an annual basis and can be disaggregated and analyzed to view trends in division and school performance.

The Student Demographics Data provides information about all students, various demographic groups, and specific student populations.

A page for each of the four goals of the Strategic Plan outlines the work around division-wide desired outcomes and metrics. This information is monitored to ensure that gaps in achievement, opportunity, access, and attainment are being addressed.

# Creation of an FCPS Equity Profile



## EQUITY PROFILE

[www.fcps.edu](http://www.fcps.edu) Equity Profile



Allows our users to view data and performance measures that can be analyzed, quantified, and disaggregated to evaluate the extent to which we are achieving our goals.



### GOAL 1



STUDENT  
SUCCESS

3rd Grade Reading  
8th Grade Algebra Participation  
On-Time Graduation Rate  
AP/IB Participation and Performance

	2015-2016	2016-2017	2017-2018
All	92	92	94
White	93	94	94
Hispanic	77	78	80
Black	87	88	90
Other	90	90	91
Students with Disabilities	87	88	89
English Learners	82	83	84
Students with Disabilities	89	90	91
Female	93	93	94
Male	91	92	94

	16-17	17-18	18-19	19-20	20-21	21-22
All	10,100	10,100	10,100	10,100	10,100	10,100
Male	5,050	5,050	5,050	5,050	5,050	5,050
Female	5,050	5,050	5,050	5,050	5,050	5,050
White	4,040	4,040	4,040	4,040	4,040	4,040
Black	2,020	2,020	2,020	2,020	2,020	2,020
Hispanic	1,010	1,010	1,010	1,010	1,010	1,010
Other	1,010	1,010	1,010	1,010	1,010	1,010
English Learners	505	505	505	505	505	505
Students with Disabilities	505	505	505	505	505	505

### GOAL 2



CARING  
CULTURE

Chronic Absenteeism  
Disruptive Behavior  
Student Assets



### GOAL 3



PREMIER  
WORKFORCE

Recruitment  
Hiring  
Retention

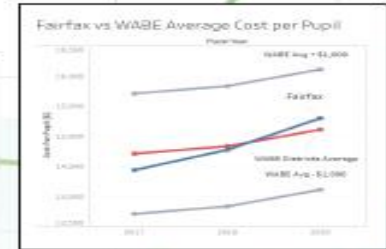
	2015-2016	2016-2017	2017-2018
Operational Employees	100	100	100
Female	50	50	50
Male	50	50	50
Number of Qualified Applicants by Gender			
Female	100	100	100
Male	100	100	100
Number of Qualified Applicants by Race/Ethnicity			
White	100	100	100
Black	100	100	100
Hispanic	100	100	100
Other	100	100	100

### GOAL 4

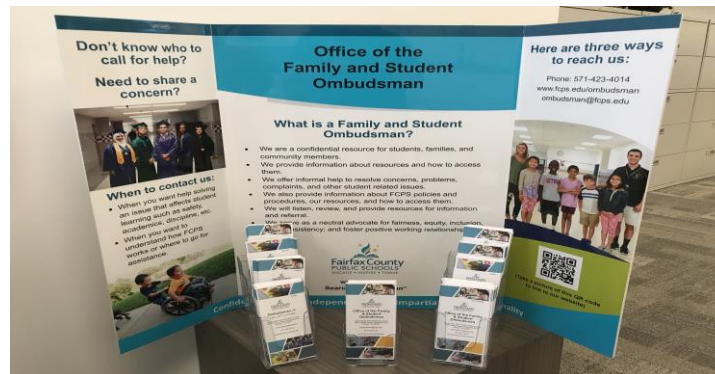


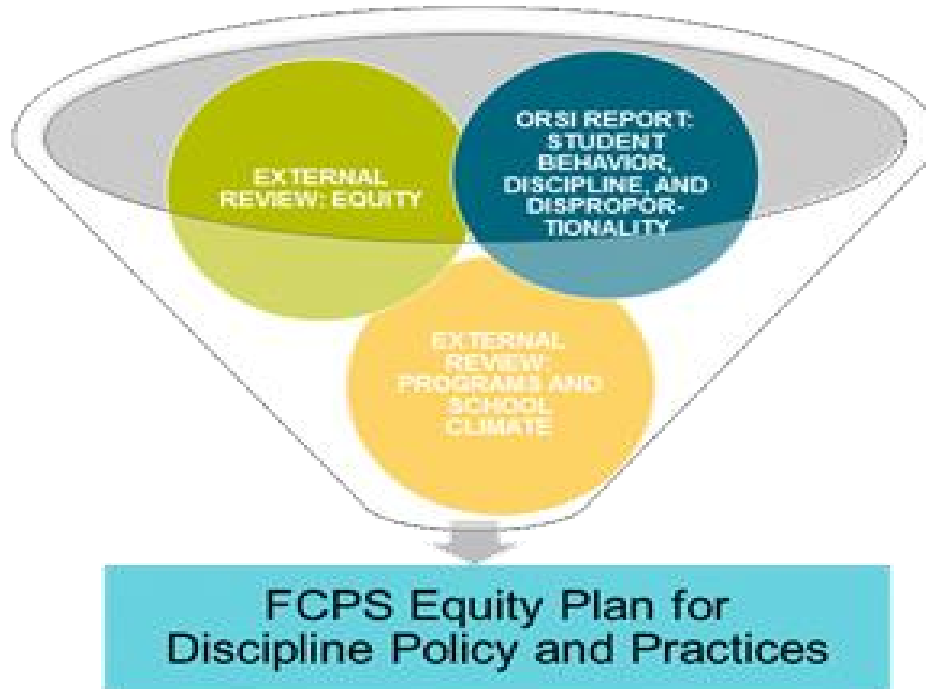
RESOURCE  
STEWARDSHIP

Cost per Pupil



- The Ombudsman is a new position that provides an independent, confidential resource for students, families, employees, and community members, offering informal help to resolve concerns, problems, complaints, and issues.
- The Ombudsman listens, reviews, and provides resources for information and referral; serves as a neutral advocate for fairness, equity, inclusion, and consistency; and foster positive working relationships.

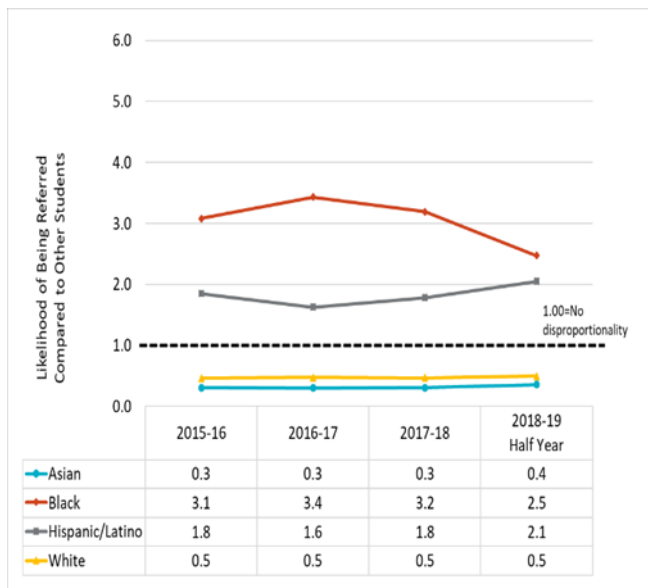




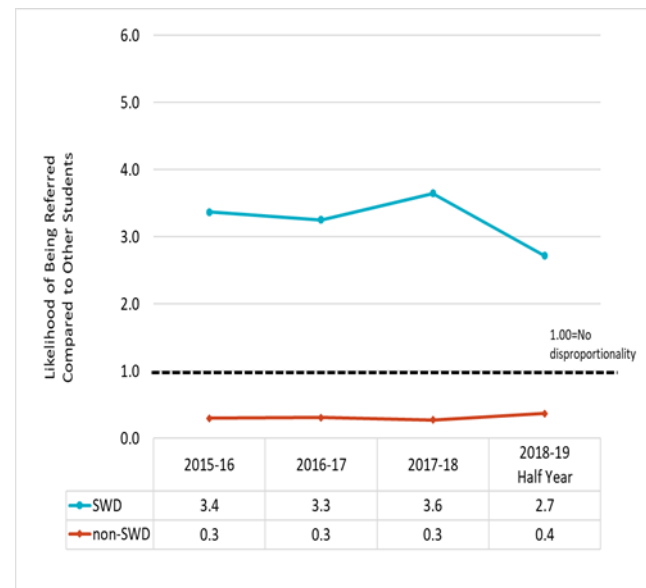


## Disproportionality in discipline-involved students with overrepresentation of Black, Students with Disabilities, Free and Reduced Meals, and Male students.

### Racial/Ethnic Disproportionality



### Disability Status Disproportionality

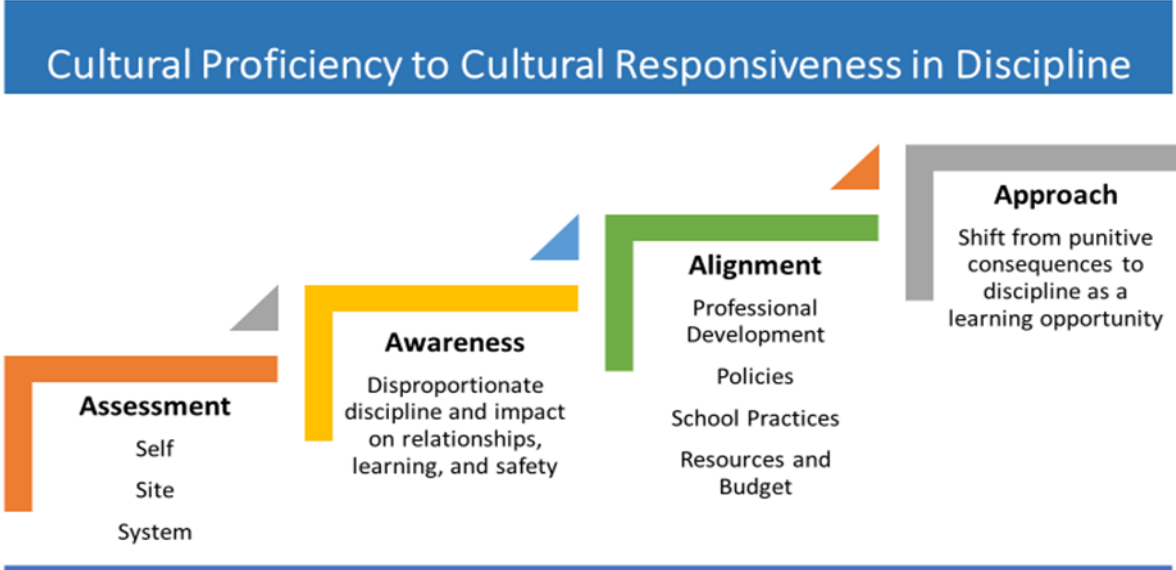




# Equity Plan for Discipline



*This plan is designed to guide FCPS with recommended actions that will promote **assessment** and analysis, build **awareness**, ensure system **alignment**, and explore research-based **approaches** that support student success and create shifts in practice as it relates to equitable discipline.*



## Equity Lead Professional Development

- **298 Equity Leads** (260 school based & 38 central office existing staff)

## Equity Modules

- **Module II - Guiding Principles of Cultural Proficiency**
- **Module III - Building Common Language & Effective Practices around Cultural Responsiveness**

## Annual Equity Symposiums - 1,200 participants

- 2018 - Dr. Sharroky Hollie - Culturally & Linguistically Responsive Teaching
- 2019- FCPS to ME : “Identity, Inclusion, Impact”- Student Voice

- **School Resource Officers (SRO) Professional Development**
  - Module II
  - Bias, Stereotypes, & Prejudice Professional Development

- More than **70 curriculum leaders** in Instructional Services: Equity Learning Groups, Collaboratively authored the Design Principles of Cultural Responsiveness
- Approximately **80 teachers and librarians**: Creating Authentic, Culturally Responsive Learning Experiences around Colonial Virginia
- Approximately **120 fourth grade teachers**: “Culturally Responsive Pedagogy in Virginia Studies”
- More than **100 central office leaders**: Cross-Departmental Professional Learning exploring the relationship between equity and curriculum

- Curriculum review and revision in social studies, including:
  - Elementary Virginia Studies
  - 4th grade, 8th grade, World History
  - Systematic curriculum review K-12
  - Collaboration among four Virginia school divisions: culturally responsive curriculum development
  - Rethinking learning experiences and events such as Colonial Day