



Equity Plan Progress Report

Fairfield City Schools

September 6, 2012



Our mission...

Teaching our children, and ourselves to live, learn and work together in a vibrant and diverse world.

Our beliefs...

- **A strength of the FCSD is our expanding culturally diverse population**
 - **That *all* children can learn and achieve to their full potential**





Laurence Jones, chairman of the Equity Leadership Team, is a parent and member of the Superintendent's Community Council. He is a former FIS Community Diversity Alliance member, is a partner with Brixey & Meyers CPAs, and co-founder of Legacy Investment Funds.

Equity Leadership Team (ELT)

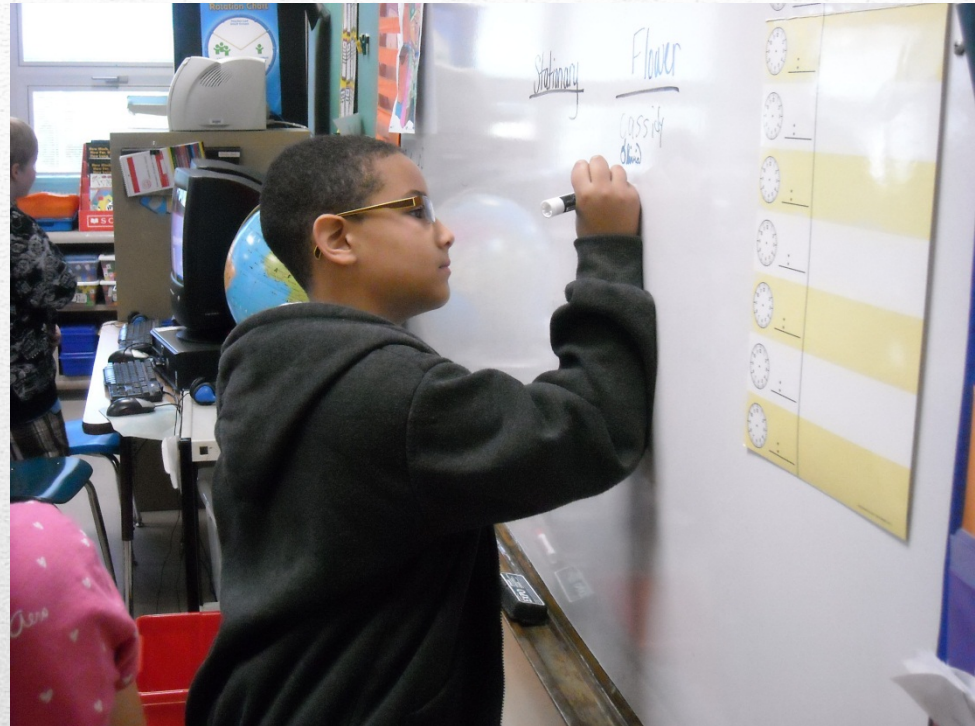




2011-2012

American Indian	0.2%
Asian	2.0%
Black	14.7%
White	71.6%
Hispanic	6.4%
Multiracial	5.1%
*Hawaiian/Pac. Is.	0%

**Head count of 2*



How diverse are we?





- Laurence Jones, Chairman
- Paul Otten, Superintendent
- Katrina Key Baker, Parent
- Ebony Talbert, Parent
- Keiondre Goodwin, FHS Student
- Indya Slaughter, FHS Student
- Mike Jones, FHS Teacher
- Dawn Mann, FHS Teacher
- Tracy Ashford, FHS Guidance Counselor
- Roger Martin, Assistant Superintendent for Academics
- Gina Gentry-Fletcher, School & Community Relations Director
- Lani Wildow, Curriculum Director
- Denise Hayes, FIS Assistant Principal

ELT Members





Goals/Pillars

- 1. Recruit, hire and retain teachers, administrators and staff of color**
 - 2. Increase cultural competency of all teachers, administrators and staff of color**
 - 3. Increase community engagement and parental involvement.**
 - 4. Student engagement with diversity change process**
-



Pillar/Goal #1. Recruit, hire and retain teachers, administrators and staff of color





FCSD welcomes five new minority teachers and three new minority administrators for the 2012-13 school year!

Pillar/Goal #1





Minority teachers who are new to FCSD will be matched with a minority mentor for support.

Pillar/Goal #1





Four social networking events for staff members of color are scheduled for 2012-2013. The first is tailgating at the September 21 football game.

Pillar/Goal #1





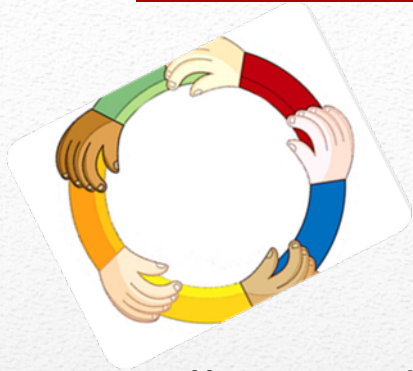
2012-2013 is the first year of our “Future Teacher Program.”

Pillar/Goal #1



Increase cultural competency of all teachers, administrators and staff
Pillar/Goal #2:





Pillar/Goal #2



- Rollout and implementation of the Common Core Standards and Revised State Standards
 - District-wide focus on research-based instructional strategies that engage all students for core instruction
 - Focused building efforts on AYP concerns to increase staff knowledge on how to effectively meet the needs of all students
 - Communication with a variety of professional resources for future use
-



Increase community engagement and
parental involvement
Pillar/Goal #3





- ❖ **Multicultural events**
- ❖ **Increase visibility of Equity Plan on redesigned website and social media tools**
- ❖ **Community Diversity Alliance - Parents of Color Network for sharing and support**
- ❖ **FIS piloted quarterly open house for new families to FCSD. This year, all schools will hold open houses at the end of 1st, 2nd and 3rd quarters.**
- ❖ **Resource brochures project**

Pillar/Goal #3 - Engaging Families





**Senior Snapshot - Communications
Internship program has a focus on
showcasing FCSD diversity.**

Pillar/Goal #3





Student engagement with diversity change process

Pillar/Goal #4



- **Student Diversity Alliances embrace cultural differences in various programs**
- **Investigation of STEM program**
- **Provide a means for students with varied learning styles to become more engaged in school activities**
- **Student participation on district and building-level committees that help promote diversity in FCSD (examples: ELT, Captain's Council)**
- **Community Diversity Alliance and its impact on our students**

Pillar/Goal #4



- **Pillar/Goal #1:** Continue to increase minority hiring and retention and provide networking and support opportunities for staff of color
- **Pillar/Goal #2:** Focus on creating professional development/training opportunities centered on building cultural competency for all staff
- **Pillar/Goal #3:** Resource brochure program fully accessible to families; quarterly open houses in all schools; increased school cultural activities; visually represent the contributions of all minorities through district communications; promote availability of the translator function on the redesigned web site; **District CDA to focus their work this year on this goal**
- **Pillar/Goal #4:** Continue to investigate the possible implementation of STEM through a partnership with Butler Tech; provide opportunities for student involvement in culturally competent leadership activities, and continue to evaluate current practice in order to make changes that are responsive to the needs of all students

Moving Forward...





Questions?

