



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 (April – Ongoing): In July of 2020, Dr. Adrienne Battle reinstated the Office of Diversity, Equity and Inclusion focused on eliminating the opportunity gaps in education quality, policies and supports for students and staff. The MNPS Equity Roadmap aims to highlight and display the district's commitment to racial equity and to address historical systematic barriers that disproportionately affect specific student groups (Black, Latinx/Hispanic, students with disabilities). This collaborative roadmap will serve as a set of core values, evidence-based practices and concepts, texts and tools designed to create culturally sensitive learning environments and remove barriers for these student groups so that all children will have access to a high-quality education.

STRATEGIES: Establish a collaborative data analysis on district-wide, school and classroom based inequities; Adopt a District Equity Lens for decision making; Develop a five-core commitment MNPS Equity Roadmap to address district policy and practice and to provide an ideological commitment shift for school leaders; Increase transparent and consistent MNPS interdepartmental collaboration and information sharing; Develop an implementation plan jointly with MNPS leadership, to be inclusive of an equity specific communications plan.

MEASURABLE GOALS:

- Establish and launch a District-wide Equity Roadmap that outlines the foundational efforts to reduce opportunity gaps across student groups.
- Create and establish a toolkit of guiding equity resources for District and classroom leaders to incorporate concepts and theory into day-to-day department practice and classroom action.
- Establish and launch a collaborative District-wide 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 Operating Officer

Kenneth Stark, Executive Officer of Operations

Dr. Sharon Griffin, Chief of Innovation