

# CSD Framework for Equitable Students Outcomes

## City Schools of Decatur

### Vision

---

We build the foundation for all children to be their best, achieve their dreams, and make the world a better place.

### Mission

---

CSD will work with and inspire students to grow and develop their ability to learn, think, and inquire through meaningful, motivating, and rewarding learning experiences supported by high qualified caring adults in a safe, supportive and inviting community.

### Beliefs

---

- High expectations for all students
- Culture that honors and is reflective of all students and staff regardless of cultural or racial background
- Inclusive parent and family engagement
- Systematic use of data to determine and establish an equitable allocation of resources

### Advancing Racial Equity

#### Objectives

- CSD will eliminate disproportionately negative academic and disciplinary outcomes based on race.
- CSD staff, student & parent perception survey results will indicate the increased perception of an anti-racist, equitable environment.

#### Critical Initiatives

- Normalize - develop cultural humility and shared organizational understanding of key concepts related to racial equity (e.g., implicit bias, structural and systemic racism, etc.)..
- Organize - build organizational capacity, skills, and competencies to engage and implement culturally relevant and responsive educator praxis and curriculum.

### Accel. Student Learning

#### Objectives

- All students in CSD have access to a guaranteed and viable curriculum.
- All students will meet or exceed predicted growth scores.
- CSD will eliminate disproportionately negative academic outcomes based on race.

#### Critical Initiatives

- Create and implement tiered coherent curriculum map from Kindergarten through graduation.
- Utilize consistent standards and aligned core materials in all classrooms.

### Culture & Climate

#### Objectives

- Implement a comprehensive & coordinated system of supports to promote student health & wellbeing so all students report being safe, seen, & successful
- CSD will eliminate disproportionately negative disciplinary outcomes based on race.

#### Critical Initiatives

- Comprehensive wraparound supports including the integration of behavioral, physical, and mental health services.
- Multi-tiered behavioral interventions (PBIS)
- Implementation of a social emotional curriculum

### Critical Initiatives

- Operationalize - revise, increase, & ensure policy, practices, & procedures; based in equity, cultural humility, & culturally responsive curriculum & instruction; that produce equitable outcomes.

### Critical Initiatives

- Develop and implement a comprehensive and consistent approach to assessment that is utilized for data-based decision making.
- Embed Culturally Relevant resources, practices, and praxis in every classroom.
- Continually evaluate and ensure equitable program, policies, and practices.

### Critical Initiatives

- CSD will implement crisis prevention and interventions of program to prevent sexual harassment, violence, and discrimination

### Key Measures

- CRE Self-Assessments
- CRE Year 1 Walkthroughs
- Tripod 7C
- Tripod DEI
- Tripod parent evaluation
- MAP Assessment
- GMAS Assessment
- IB Assessments
- IRLA
- CAR Self-Assessment
- Staff Diversity Data
- Student Grade Analysis

### Key Measures

- District-wide Coherence map
- MAP Assessment
- GMAS Assessment
- IB Assessments
- IRLA
- A resource catalogue of curriculum resources
- Inventory of Math Materials matched to standards
- Classroom Walkthrough Data
- Teacher Surveys
- Lesson Plan Audits
- Common Assessment Data
- PLC Agendas
- Universal Screener Data
- MTSS Progress Monitoring Data
- Graduate Profile
- Graduation Rate
- Program Evaluation Data

### Key Measures

- Tripod DEI Survey
- Student Discipline Data
- Attendance Rates
- SWIS Data
- GA School Health Survey
- PBIS TFI Score
- Tripod 7C