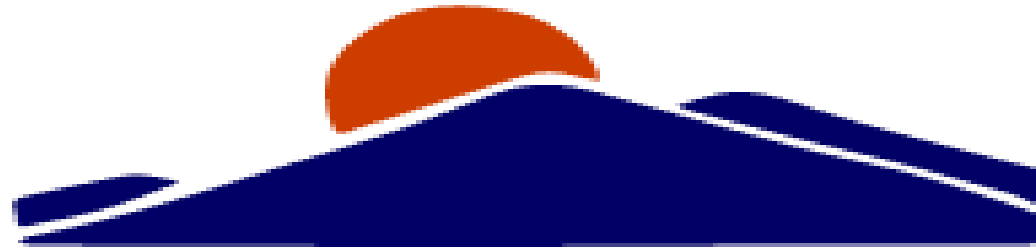


West Orange Public Schools



Equity Audit Implementation

Presented at:
Board of Education Meeting
January 2021

West Orange Board of Education

Terry Trigg-ScalesBoard

President

Jennifer TunncliffeBoard Vice-

President

Melinda HuertaBoard

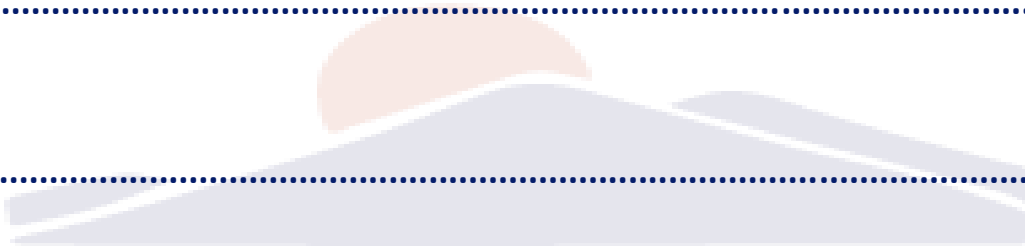
Member

Cheryl MerklingerBoard

Member

Gary RothsteinBoard

Member



West Orange Central Office Administration

Partner Evaluation

Fall 2020-Identified and Evaluated various partners

Criteria

- Ability to work in the immediate term
- Previous Body of Work
- Research-based instruments and resources
- Organizational Capacity
- Doing high quality work in the space presently

Hanover Research

<https://www.hanoverresearch.com/>

Hanover Webinar: Evaluating and Advancing Equity Within Your District (Nov 2020)

Co-hosted by Hanover's Dr. Marriam Ewaida, Senior Research Advisor. *Recording linked [here](#)*

Featured panelists spoke about Hanover's equity work in their districts:

- **Dr. David Rease**, Prince George's County Public Schools
- **Dr. Courtney Gober**, Plano Independent School District

AASA Webinar: Leading for Equity -- Data-Driven Equity Audits and District Protocols for Success (Nov 2020)

Co-hosted by Hanover's Dr. Leila Nuland, Managing Content Director

Featured Panelist Member: **Dr. Gregory Hutchins**, Alexandria City Public Schools

An example of Hanover's equity work with ACPS can be found on their website and through this link:

[2025 Strategic Planning Committee Data Workbook](#)

Association of California School Administrators (ACSA) Equity Presentation (Jan 2020)

Hanover's Dr. Marriam Ewaida, Senior Research Advisor co-presented with **Dr. Brad Tooker**, Superintendent, Dry Creek Joint Elementary School District, CA

PowerPoint Presentation can be found [here](#)

Research Questions

What steps should the district take to identify root causes of inequity?

Where do disparities in student academic and behavioral outcomes exist in the district?

Where do disparities in student participation in state assessments and enrollment in programs exist in the district? Have these disparities diminished over time? At which schools, in which grades, and among which student subgroups is there less disparity in recent years?

Where is there more disparity?

What is the distribution of teachers within the district based on experience, educational attainment, retention/mobility, certification area, and teacher race/ethnicity?

Research Questions

What is the typical course trajectory for the district's students in math (English language arts)? How do course enrollments vary by demographic characteristics? How do academic outcomes differ for students who complete different course sequences? How have peer and aspirant districts developed Key Performance Indicators of Equity?

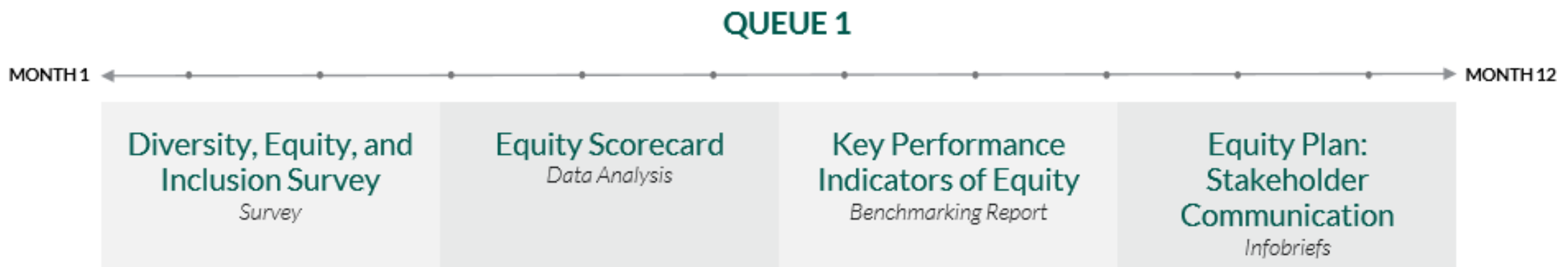
How do you create effective diversity, equity, and inclusion goals in the areas of training, curriculum and programs, hiring, and future vision?

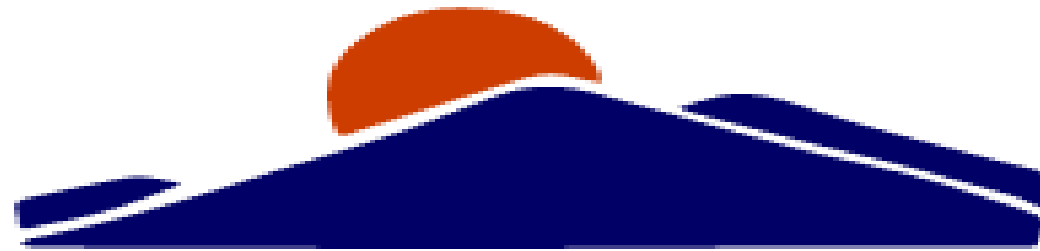
What are stakeholder perceptions of diversity, equity, and inclusion? What are differences in perceptions across and within groups? What are stakeholders' priorities for diversity, equity, and inclusion?

What questions should guide our discussions of equity?

MEMBERSHIP TIMELINE

RECOMMENDED PROJECT SEQUENCE





Thank you to all