



# Culturally Responsive Education and Equity Update

Board of Education Presentation

December 21, 2023

# DISTRICT **VISION**

The City School District of Albany will be a district of excellence with caring relationships and engaging learning experiences that provide equitable opportunities for all students to reach their potential.

# DISTRICT **MISSION**

We will work in partnership with our diverse community to engage every learner in a robust educational program designed to provide the knowledge and skills necessary for success.

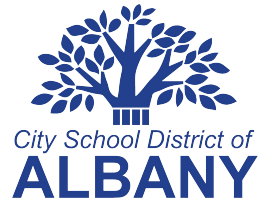
# DISTRICT **GOALS**

Increase student achievement; Enhance the delivery of quality instruction; Build our leadership capacity; Empower families; Partner with our diverse community



# District-wide CRE in Action

- SCEP Plans
- RULER (Recognizing, Understanding, Labeling, Expressing and Regulating Emotions)
- No Place for Hate
- CRE Training - commenced in 2015-2016 and ongoing
- BELT - Staff Equity Teams (Building Equity Leadership Team)
- One School/One Book
- Building Student Equity Teams
- Social-emotional learning
- Curriculum and Instruction
- Albany International Center/DLP
- Central Registration - Translators





# CRE PD: NYU Partnership

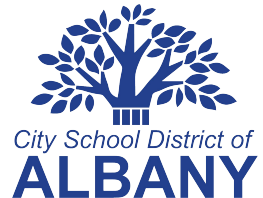
## A three-pronged approach in 2023-2024

- District administrators' PD (three 3-hour sessions)
  - Develop an understanding of the NYSED Culturally Responsive and Sustaining Education (CR-SE) framework
    - Equity core practices for leaders
    - Application in schools (i.e.: mindsets, policies and daily practices)
    - Develop concrete action steps for School Equity Teams to support implementation
- CRE - Co-facilitation and coaching (district and NYU)
  - NYU will co-facilitate the CR-SE education content
    - NYU will develop and train district facilitators on a CR-SE training framework
    - NYU will meet with seven district CRE facilitators in advance of six cohort training sessions
- CRE cohort training
  - NYU will co-facilitate with district CRE facilitators
    - Cohort: Two members from each school's Staff Equity Team
    - Training will include six full-day, in-person sessions

# Equity Teams in Our Schools

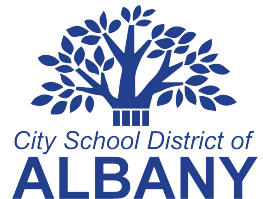
Equity Leadership Team goals are to:

- Develop a strong foundational understanding of the Equity Standards
- Ensure ongoing conversations about diversity, equity, inclusion and justice
- Create and foster an inclusive and fair environment
- Develop and engage all staff in professional learning
- Continue to display growth and student proficiency with testing and curricular resources
- Create student leadership opportunities (student-led workshops, peer-led discussion and student-run school-wide initiatives).
- Align SCEP to:
  - Ensure equitable practices are aligned with grade-level standards based instruction; data-driven decision making; and student engagement/participation strategies (coaching cycles, classroom visits, walk throughs).
  - Strengthening Tier 1 classroom management → RULER
  - Eradicate disproportionality



# Building Equity Teams in Our Schools → Examples of Our Work

- Engage our students in a One Book, Once School initiative
- Continue to intentionally link equity work with building leadership work
- Establish a common focus among the entire school community around high quality academic programming
- Focus on using student outcomes to monitor response to instruction



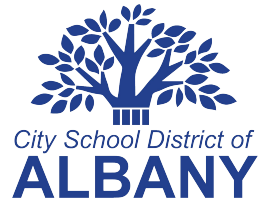




# Student Equity Teams in Our Schools → Examples of Our Work

Increase Student Voice and Leadership Responsibilities through:

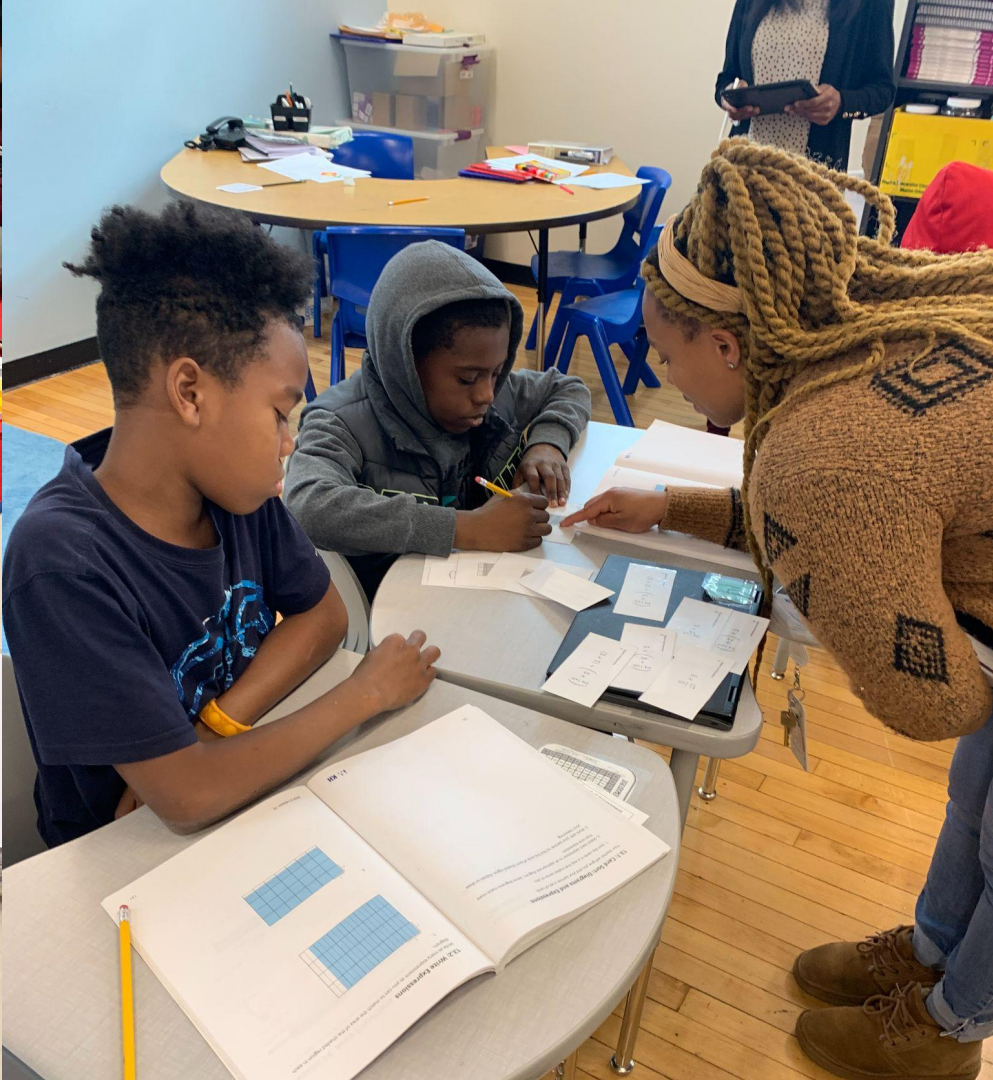
- Character Cohorts
- Develop school wide activities
- Student Government
- Support planning and execution of service projects in an effort to impact change in their community
- Students as facilitators of student town halls, data presentations, honor roll ceremonies, character cohorts (RULER themes), etc.





# CRE in our Classrooms: Elementary

- ELA - Explicit reading instruction and grade-level standards - access for all students
- ELA - Discussion protocols established - everyone contributes (student voice)
- Social Studies - text sets to ensure that students read and learn about multiple perspectives
- Math - Problem-solving structure with focus on exploration and synthesis; games and manipulatives are everyday resources
- Science - Hands on, inquiry-based opportunities for active engagement
- Enrichment, Acceleration & Intervention
  - Heggerty Curriculum - explicit reading (phonics) instruction to close gaps
  - ELA/SEL - Text sets on Identity, Grit and Perseverance, and Perspective under development for this spring grounded in multicultural children's books (Lee and Low)
  - Math - multi-approach to intervention - Bridges curriculum, math games & IXL digital platform



# CRE in our Classrooms: Secondary

- ELA - Culturally responsive curriculum with texts representative of Albany's diversity; exploration of alternative, underrepresented perspectives
- Math - Focus on grade-level standards to close gaps in achievement; student voice
- Social Studies
  - Exploration of injustice, power structures, and social justice themes (also ELA)
  - Civics class (grade 12) - civic action project in partnership with community
- Science - Hands on, inquiry-based opportunities for active engagement
- World Language - focus on Cultural Practices & Perspectives as well as language learning
- Encore - Tech explicitly recruiting underrepresented populations to STEM; expansion of music opportunities at HS; Art portfolio pathway; MS CTE course variety
- Overall:
  - Focus on student voice and explicit discourse strategies to ensure all voices are heard
  - GLEAM Instruction - (Grade-Level, Engaging, Affirming & Meaningful)
  - Walkthroughs/classroom visits & two-way feedback to support staff
  - Assessment practices for multiple opportunities for success





# QUESTIONS?



City School District of  
**ALBANY**