



# LAKE BRADDOCK PYRAMID EQUITY IN ACTION

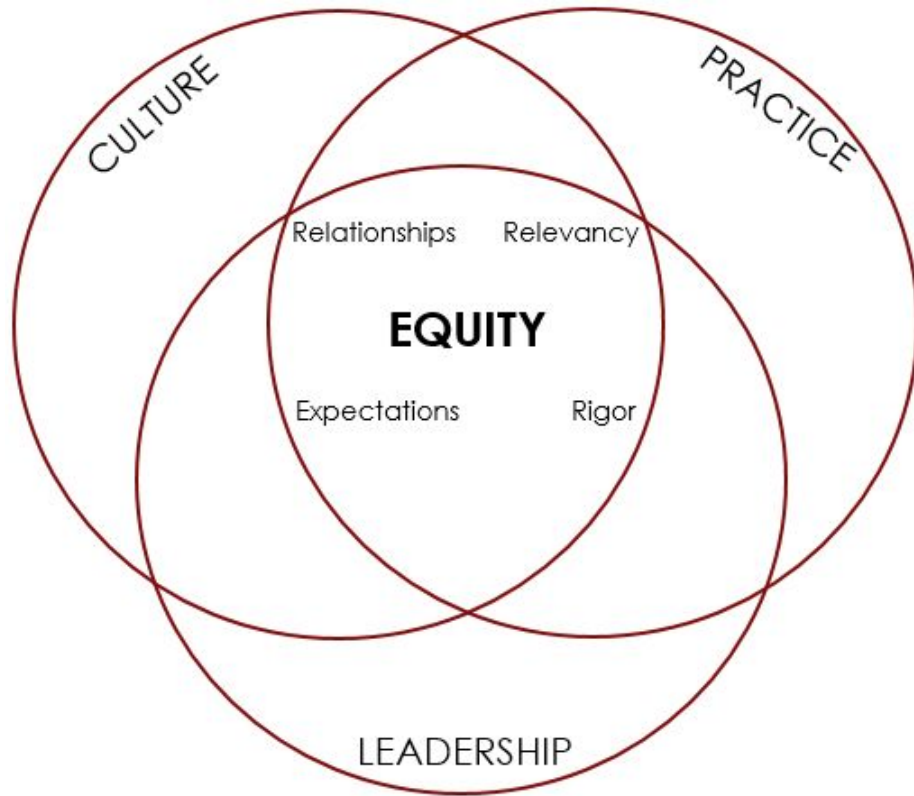
March 23, 2021  
6:30pm- 7:30pm

Thank you for joining us, please be sure to sign in with your name.



# Our Mission

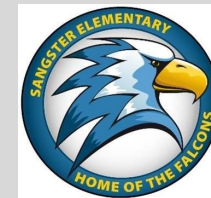
Through a focus on Equity, the Lake Braddock Pyramid schools promote, develop and support equitable practices and policies for a safe and inclusive school community; additionally, we provide access, representation and meaningful participation for all.



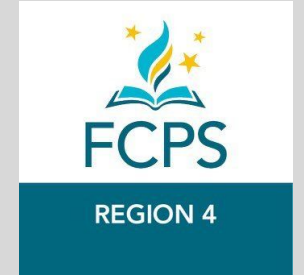
# Equity Framework

# Consistency Across Our Schools

- Share a consistent belief in our mission
- Established Equity Teams in each building
- Committed to specific approaches that support this work as outlined in each school's School Innovation and Improvement Plan (SIIP)
- Monitor our collective and individual implementation plans to ensure that we are making progress towards our equity goals
- Use formative and summative data to refine and adjust our practices to meet the needs of our school communities



# Continuum of Support



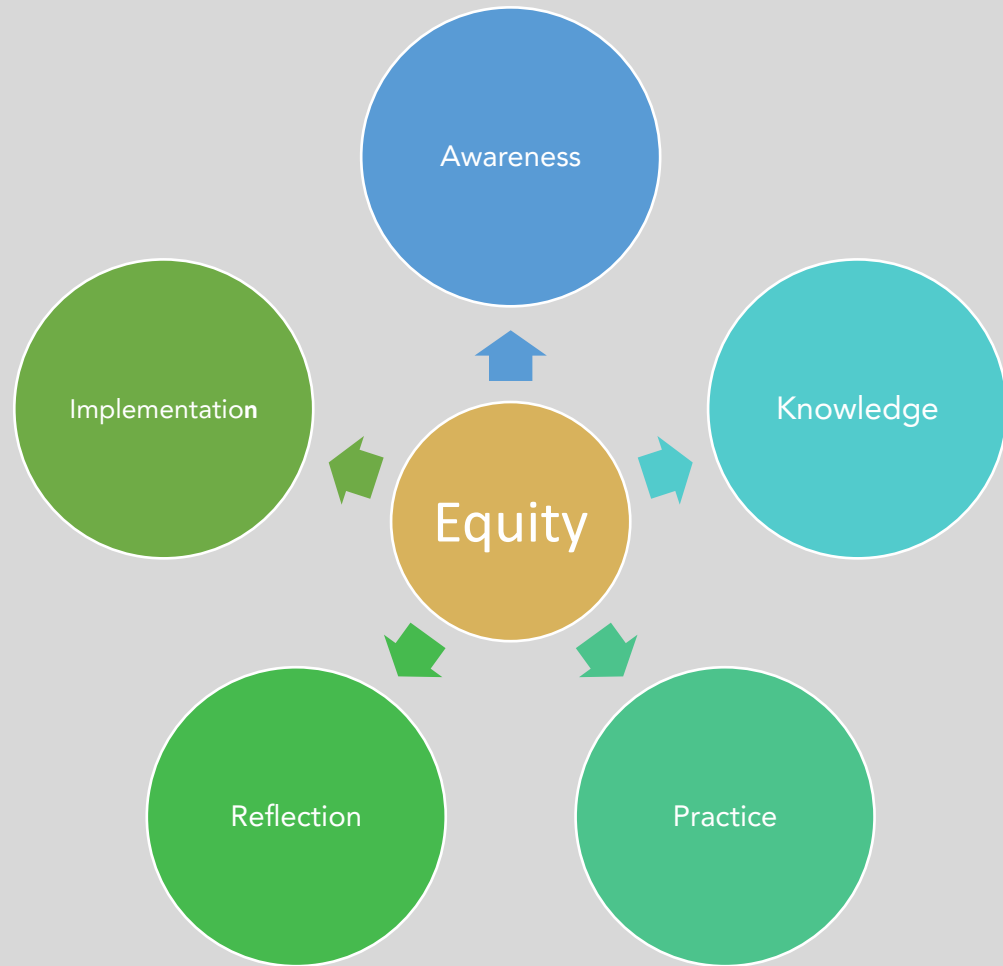
- Fairfax County Public Schools as a system shares in the belief of keeping Equity as a focus moving forward.
  - All schools in FCPS have access to a robust support model that includes Leadership Team, Region level, and central office level support.
  - Each Region has a dedicated support person. Tia Lott, Educational Specialist, Equity & Cultural Responsiveness works in concert with the Lake Braddock Pyramid.
  - Professional Development for all staff provided by FCPS personnel and outside consultants.
  - Conversations led by leaders in each school to support equity work.



# A Few Words From Our Equity Specialist

Tia Lott

# Equity and Cultural Responsiveness Team



- Equity at the Center
- Professional Learning
- Culturally Responsive Practices

SUPPORTING OUR  
COMMUNITIES AT  
THE SCHOOL  
LEVEL



# Lake Braddock Secondary School

## *Lake Braddock Secondary School*

prepares all Bruins to be

**CONNECTED, ADAPTABLE, RESILIENT, AND ENGAGED LEARNERS**

by developing students'

**KNOWLEDGE AND SKILLS**

authentic teaching and learning experiences  
with a focus on rigor, curiosity, Portrait of a  
Graduate, and transfer of skills

**&**

**UNDERSTANDING OF SELF & COMMUNITY**

with a focus on responsibility, service, empathy,  
social-emotional learning, equity, and inclusion

through



**VOICE, CHOICE, AND INNOVATIVE  
APPROACHES**



**TO ENSURE ALL OUR BRUINS THRIVE IN A  
DYNAMIC WORLD.**

# Equity Work at Lake Braddock

- ★ Student Voice on Equity led by our SEALs
- ★ Creation of a school Equity Team
- ★ Staff Book Club
- ★ Staff Social Forum
- ★ Working toward diversification of the literature read in English classes
- ★ Working toward embedding diverse figures into the curriculum at all levels

# Student Perspectives



# Cherry Run ES



This fall the CRES Equity Committee reviewed the completed School-Wide Equity Audit and selected a goal based on the results. Our goal falls under *Plans and Policies* and will address this component: *School mission and vision statements are communicated routinely with students, families, and staff.*

We created several strategies to address this goal:

- The Administration Team will share the Vision and Mission with staff at the beginning of all staff meetings
- The School Counselor will share the Vision and Mission with students during her classroom lessons
- The Vision and Mission will be shared with families in the PTA newsletter
- The PTA Bulletin Board Committee will create a Bulletin Board that displays the CRES Mission and Vision Statements in the main entrance of the building
- Classroom Teachers will discuss the Vision and Mission statements with their students
- The SCA will encourage the students to create artwork depicting what the Vision and Mission statements mean to them
- All staff will be encouraged to share components of the Vision and Mission in their email signatures
- We will monitor progress by collecting pre (October) and post (May) data from families, staff and students



# Diversity in Children's Books 2015

Percentages of books depicting characters from diverse backgrounds. Based on the 2015 publishing statistics compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison. [ccbc.education.wisc.edu/books/pcstats.asp](http://ccbc.education.wisc.edu/books/pcstats.asp)



**0.9%**  
American  
Indians/  
First Nations

**2.4%**  
Latinx

**3.3%**  
Asian Pacifics/  
Asian Pacific  
Americans

**7.6%**  
African/  
African  
Americans

**12.5%\***  
Animals, Trucks, etc.

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\* About a quarter of the total children were picture books, and about half characters, like animals & trucks.

\*\* The remainder depict white characters.

## Cherry Run ES



Last year, we had all classroom teachers conduct a diversity audit on their classroom libraries.

With money that we received through an ESOL grant, and help from our wonderful librarian, we were able to bring in a variety of books featuring different cultures for the teachers to explore.

We hosted an afterschool event that began with a brief presentation highlighting why it is important for all students to see representations of themselves in the books they read.

Then, the teachers were given the opportunity to read a curated selection of books and create a wish list of the titles they would like for their classroom.

Each teacher that participated, received 2-3 new books for their classroom libraries that highlighted a culture that was identified in their classroom library diversity audit.

# Taking a Closer Look at our Equity Team

Mark Bibbee- Principal

Alyssa Adeyemi- Parent

Wendy McGraw- 5<sup>th</sup> Grade Teacher

Chris Randolph- Preschool Teacher

Jenny Tatum- Instructional Assistant

Pam Wilson- Music Teacher

Erin Hurley- Equity Lead/School Counselor

Jocelyn Balangue- 6<sup>th</sup> Grade Teacher

Jen Joo- 3<sup>rd</sup> Grade Teacher

Emily Miller- Special Education Teacher

Jenn Dixon- PE Teacher

Kathy McDonald- ESOL Teacher

# Kings Glen ES

## SIIP Equity - Opportunity and Access



SMARTR Goal: Opportunity gaps will decrease by creating student-centered experiences; affirming & sustaining identities; listening to all voices; and recognizing and disrupting systems that create inequitable outcomes.

### ***Strategies:***

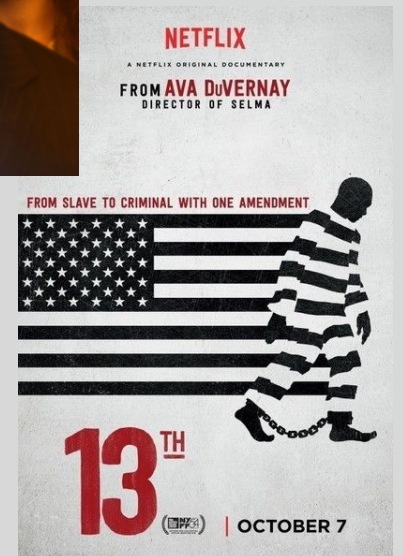
- All staff will increase student centered (directed) experiences at a rigorous level with the intent of closing opportunity gaps and increasing overall achievement for all students.
- All staff at Kings Glen will participate in ongoing conversations and professional learning centered on equitable practices designed to challenge our thinking and expand our instructional practices.
- All staff will be intentional in creating opportunities for; affirming & sustaining identities; listening to all voices; and recognizing and disrupting systems that create inequitable outcomes.



# Kings Glen ES

## Expanding our Awareness and Understandings - Staff Centered

- **Staff summer collaborative groups** to read contemporary and young adult books and to view movies followed by discussions related to issues of equity and inclusion
- **Librarian additions and recommendations** of literature including a variety of perspectives and experiences
- **Grade level discussions** to review Social Studies curriculum and best practices for addressing the role that racism has played in American history
- **Ongoing staff opportunities** to share literature, such as *Schooltalk*, about best practices in communicating equitably with students
- **Staff's Equity Commitments** were submitted by each staff member and are presented during each weekly staff meeting.
- **Equity Leads:** Marissa Gaines (6th grade teacher) and Jenn Fedor (6th grade resource teacher)





# Kings Glen ES

## Expanding our Awareness and Understandings - Student Centered

- **Schoolwide sharing and connection** opportunities have included a Virtual Pet Rally, Gator Gratitude Flipgrid, Dance Parties, Maker's Week Showcase, What We're Reading bulletin board, Black History & Heroes Reading Challenge, and other schoolwide sharing opportunities
- **Student Home page and Morning news highlights** featuring diverse historical figures and events
- **ACT Club (Act Consciously Thoughtfully)** led by 5th grade teacher to promote student exploration and action around social justice issues
- **Librarian additions and recommendations** of literature including a variety of perspectives and experiences
- **School-wide reading Padlets** devoted to sharing favorite books centered on BIPOC and women
- **History Hunters and History Makers Club:** students research and share lesser-known stories from Black history in Virginia and write nominations for new Virginia historical markers



**GATOR GREETINGS**

Friday, February 5

**KINGS GLEN MORNING NEWS**  
FRIDAY  
February 5

**Gator Greetings Challenge Winners**

<b>Grade 4:</b>	<b>Diego G.</b>
<b>Grade 5:</b>	<b>Kally M.</b>
<b>Grade 6:</b>	<b>Azita H.</b>

**Makers Week - Check Out Caalen's Composition Below!**

Do you make, bake, create, build, invent, write, draw, compose, paint, sew, or any other form of creation? Share your creations next week on our Maker's Week Flipgrid!

**Caalen's Makers Week Promo**

FEB 8 - FEB 12, 2021  
**Maker's Week**  
SHARE YOUR CREATIONS!

**2.2 News Bonus**

**KINGS GLEN MORNING NEWS**

Friday, February 5

**News clubs** will run on Mondays and for during Gator Aid from Feb 8 - March 15. **Read about the offering** and click the Club Sign Up image to sign up! Sign up has ended. If you missed the sign up time but really want to join the club, please reach out to the club leader to see if it might be possible to join late.

We will also continue with grade level "cafeteria" time on Monday to allow you to meet and chat with your friends. You do not need to sign up for cafeteria time; you can just drop in! The item will close on Friday at noon - be sure to sign up before then!

**Black History Month**

Yesterday was the birthday of Rosa Parks - 4 years before her history-making refusal to move to the back of the bus. Virginia teenager **Berlene Johns** organized a school strike to protest the injustice of poor facilities in her segregated high school. The courage of Johns and her classmates led to the landmark **Brown vs. Board of Education** case that changed history forever.

# Kings Park ES: *Expanding Perspectives*

## **Deliberate choices of materials = books, videos, language**

- *Literacy week and reading challenges center around diversity*
- *Author study Juana Martinez-Neal*
- *Music Lessons highlight music cultures around the world*
- *Weekly “field trips” in classrooms to explore and expand perspective of our world and support connections to self*
- *Strategic school wide assembly/Field Trips*

## **Maximizing Relationships**

- *Welcome Walks*
- *Distance Learning Buddies*
- *Responsive Classroom practices*
- *PTA focused discussions*



# Kings Park ES: *Expanding Perspectives*

## Targeted Supports

- *Implementation of Young Scholars program*
- *Small groups for enrichment and intervention*
- *Cubs' Den*
- *Mentorworks program*

## Deepening Understanding and Perspective among staff

- *Expansion of Equity team*
- *Enhancing Young Scholars and perspectives inclusion*
- *Strategic ongoing book purchases and intentional instruction materials that utilize diverse texts for both classrooms and school library*
- *Staff Summer Learning and sharing series*
- *Deliberate cross grade level conversations and connections to deepen knowledge about every student*



# Taking a Closer Look at our Equity Team



## **Kings Park ES Equity Leads**

Beth Beavers, PE teacher  
Stephanie Blanton, ESOL teacher



## **Kings Park ES Equity Team**

11 KPES staff members including classroom teachers, specialists and administration

### **Monitors and supports the translation into practice via:**

- *Cultural proficiency cohort*
- *Schoolwide Professional Development facilitation*
- *Embedded cross grade level/department conversation and learning*
- *Young Scholars Programing enhancement with asset based decision making*
- *NEW: Book club Schooltalk*

*"Together We Grow!"*



# Ravensworth ES

Our School Innovation and Improvement Plan 2020-2021

Focus on Access and Opportunity

- All students are provided opportunities to access the Advanced Academic Program (AAP) curriculum as evidenced by implementation of AAP resources to a particular unit of study and/or content area as reported by teacher anecdotal survey/results.

Developing opportunities to further support students identified as Young Scholars.

Continuing to purchase books for our school library that represent our students and our community.

Read Across America Celebration focused on reading from multiple perspectives.

**#RavensWorth**

# Taking a Closer Look at Ravensworth

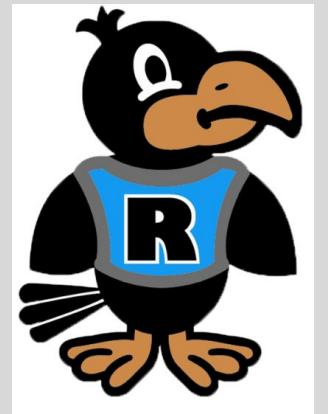
Ravensworth's Equity Team is led by:

- Teresa Llano, Grade 5 Spanish Immersion Teacher
- Sophie Scanlan, Grade 5 Teacher

The team also includes: teachers from various grade levels, school social worker, Advanced Academic Resource Teacher, Special Education Teacher, ESOL Teacher, instructional assistant, and administrator

Our work this year has focused on:

- Deepening our relationships with families and students
- Completing an Equity Audit and reflecting on our current practices
- Reviewing students' academic data and participation in various program



# Sangster ES

*“Potential is universal, opportunity is not.”*

**Access & Opportunity Goal:** By the end of the 2020-2021 school year, 100% of students in the K-6 classroom will receive Tier 1 instruction that integrates one or more AAP curriculum resource per quarter. This goal will continue to improve our efforts in identifying and referring Black and Hispanic students for Advanced Academic services.



- **Participating in Professional Learning focused on our Access & Opportunity Goals.**
- **Building an Equity Team that reflects the diverse perspectives of our staff members and guiding them in reflective discussions so we can move toward embedding equity in our instructional practices.**
- **Conducting Empathy Interviews to understand how parents and students perceive the school, which will inform our next steps in guiding our work toward being more culturally responsive.**
- **Redefining our hiring practices by working with HR and participating in recruitment opportunities to assemble a more diverse staff that represents the demographics of our school community.**
- **Creating a segment called “Dose of Diversity” on our morning news show where students of diverse cultural backgrounds can take pride in informing the community about their holidays and traditions.**
- **Developing a library collection that is carefully curated to provide access to diverse and inclusive materials that can be embedded into instruction in all subject areas (i.e. Bitmoji libraries for Black History Month, Native American Heritage Month, and Hispanic Heritage Month)**

# Sangster ES



## Taking a Closer Look at our Equity Team

- Team led by Lisa Railan, School Counselor
- Equity Team members include teachers, specialists, librarian, ESOL teacher, social worker, psychologist, counselors, and an instructional assistant.
- Working to get to know our Sangster community on a deeper level so that we can be responsive to the specific needs of our stakeholders.
  - Focus on relationship building with families and students
  - Strong SEL practices and supports with PD for staff
  - Emphasis on examining data in a way that considers the whole child
  - Empathy interviews with parents





# White Oaks ES

- WOES is committed to keep equity at the center of all decision making and ensuring that are practices reflect equitable opportunities for ALL students and families. Our school has been able to make this commitment a reality through the following actions.
  - All staff, to include teachers, specialists, office staff, custodians, and food services staff have participated in both division wide equity professional development and school based professional development around the topic of equity.
  - School leaders have reviewed our Equity Audit survey data to ensure we are addressing the needs of our school specifically and directly.
  - WOES has developed an Equity and Access goal that is included in our School Improvement and Innovation Plan (SIIP) that address our need to provide access to higher level learning strategies, such as Socratic Seminar, Caesar's English, etc.
  - Continued school wide focus on equity through book discussions. All staff are participating in a book talk using "So you want to talk about race" by Ijeoma Oluo.
  - Wellness Wednesdays that promote overall emotional health and wellness for all students with equity being a focus.
  - Working closely with our community partners and PTA to offer parent learning opportunities that are grounded in equitable practices.
  - Creating a diverse equity team made up of staff members who share a passion for our commitment and leading this work in our school.

# Taking a Closer Look at our Equity Team

- WOES has built a highly effective team of school professionals to lead our equity work.
- This team is co-lead by our school staff. Our Equity team leads are Mrs. Jennifer Laguna, 1st grade teacher and Dr. David Probst, 5th grade teacher.
- Our equity team leads will share a few more details about their roles and the teams work.





**THE JOURNEY OF  
A THOUSAND  
MILES BEGINS WITH  
ONE STEP.**

**- LAO TZU**

# Reflection

- Take a moment to think about the three questions below.
  - What connections are you making to the information shared this evening?
  - What successes and/or family strategies can you share for our continued growth as a community?
  - What questions do you continue to have?

Please use this [Google Form](#) to provide us comments, feedback and questions.