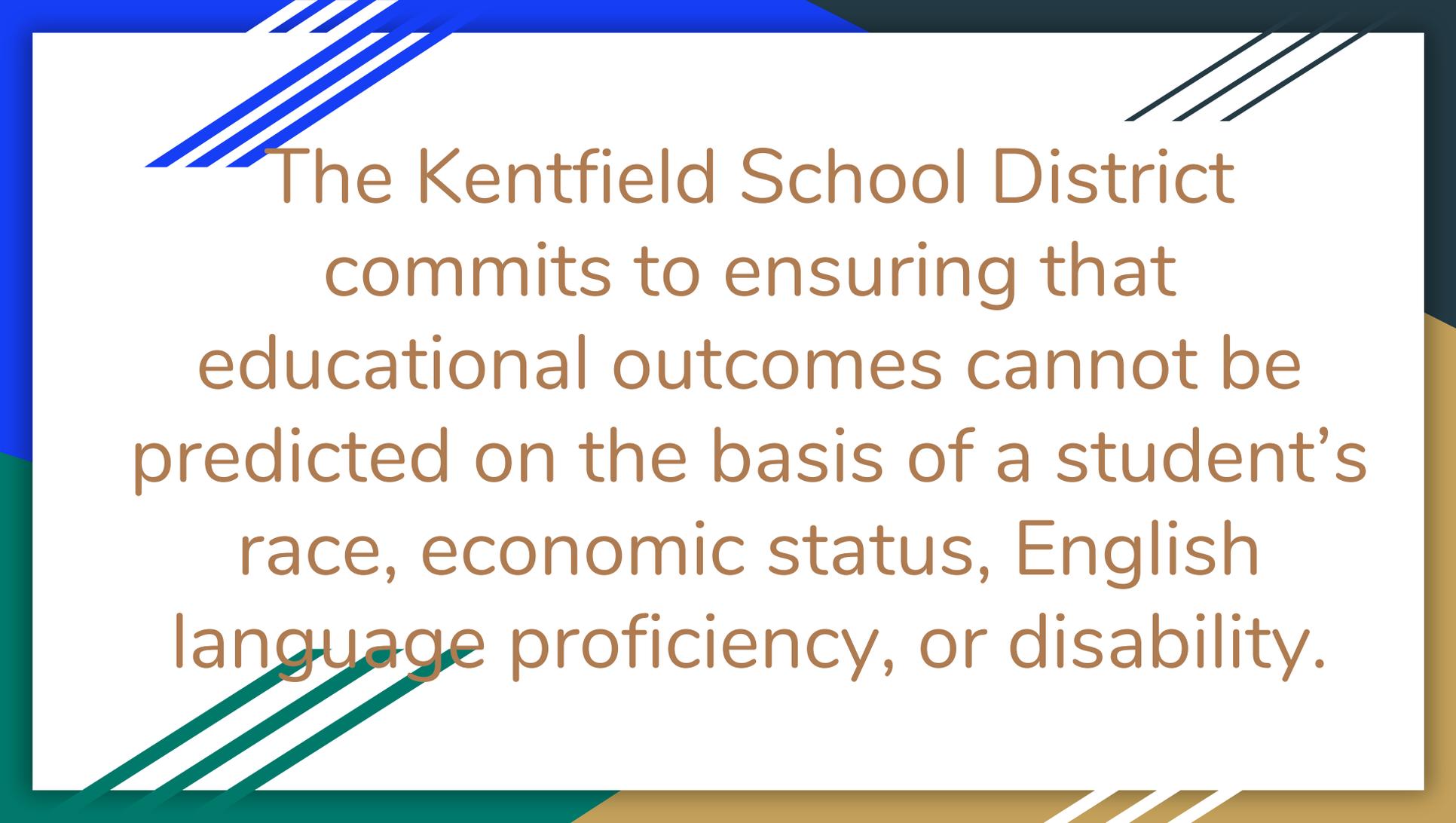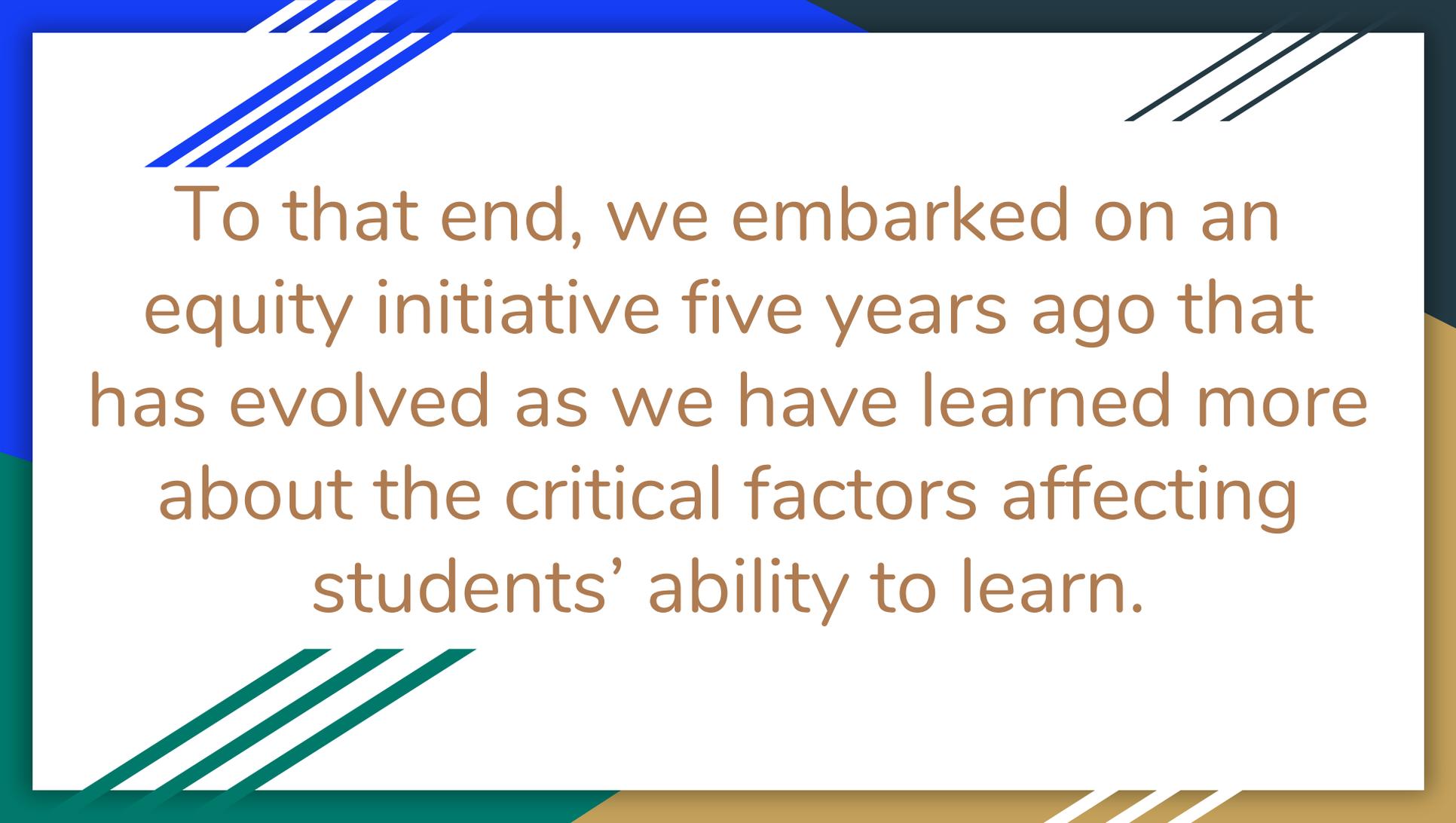# Kentfield School District Equity Initiative

November 2018

The Kentfield School District commits to ensuring that educational outcomes cannot be predicted on the basis of a student's race, economic status, English language proficiency, or disability.

To that end, we embarked on an equity initiative five years ago that has evolved as we have learned more about the critical factors affecting students' ability to learn.
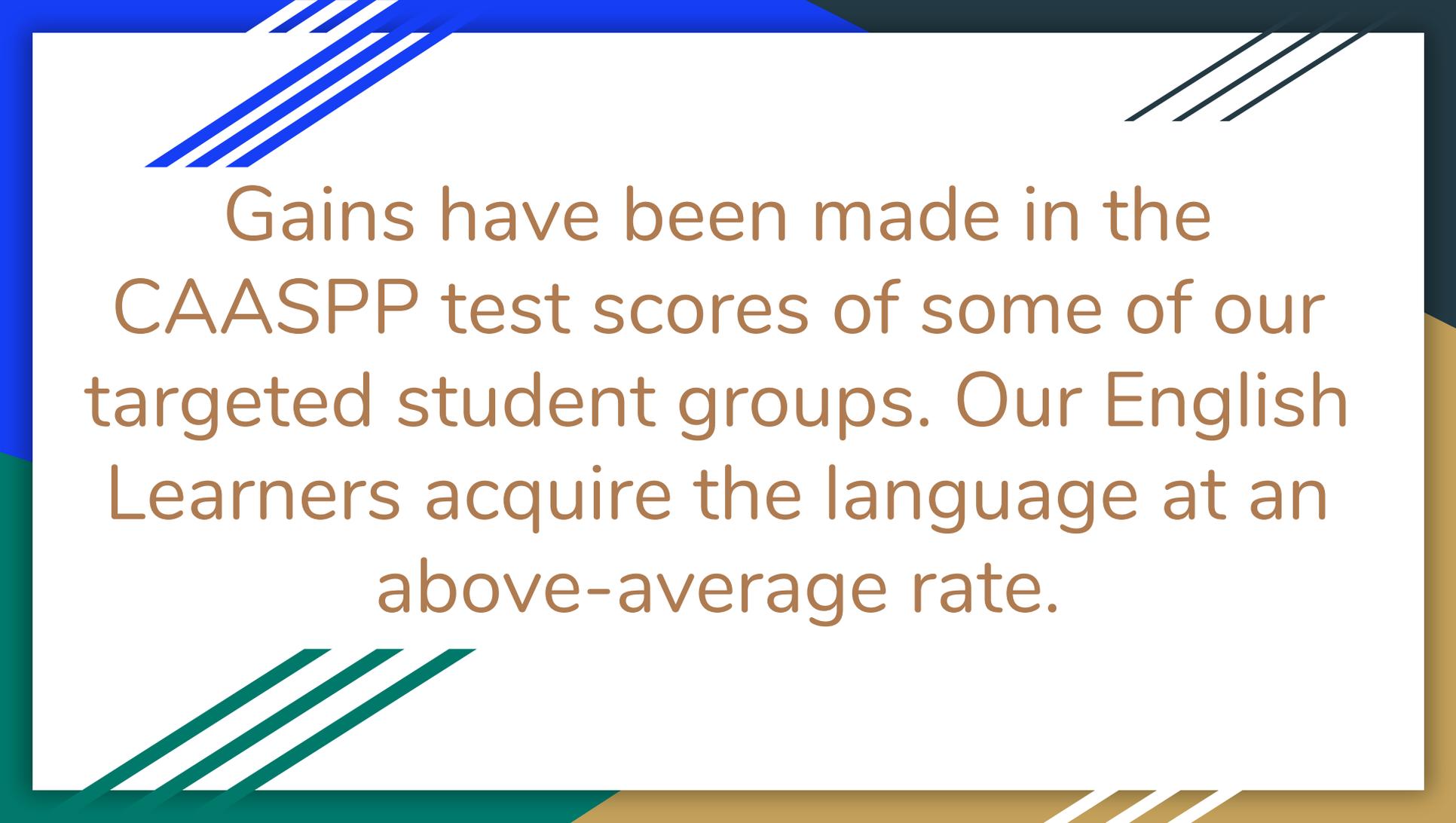
Gains have been made in the CAASPP test scores of some of our targeted student groups. Our English Learners acquire the language at an above-average rate.

Timeline of Equity Action Steps

| When	Action	Participants	Purpose	Outcome
3/2014	New Strategic Plan	Teachers, staff, admin, parents, Board	Guidelines for district work	Goal 4 - core values
10/2014	Anti-Defamation League all-day workshop	All teachers	Non-discrimination curriculum	
3/2015 & 2016	Strategic Plan tune up	Teachers, staff, admin, parents, Board	Determine appropriateness of and assess progress toward goals	Equity discussion and addition of action steps addressing EL support
2015	Laptop giveaway - +/- 60 to date	Students eligible for F/R lunch	Close the digital divide	Unassessed
2016, 2017, & 2018	Board goals call out strategic goal 4, core values; LCAP focuses on ELs, SEDs, Special Education students	Board, superintendent, stakeholder groups	Address achievement gap	Making progress

Timeline / 2

| When	Action	Participants	Purpose	Outcome
2016-17 SY	Zaretta Hammond	Principal and Bacich teachers	Culturally responsive teaching and the brain	Awareness of what we don't know
2016-17 SY	Beyond Diversity I	Principal and Bacich teachers	Deepening awareness	Encouragement for all admin to participate
7/2017	Harvard Closing the Achievement Gap Institute (**kik** funded)	Admin and teachers from both sites	Develop capacity to lead equity work	3 year plan
8/2017	Smart is something you can get	All staff learning something new at during the work week	Promote growth mindset	Desire to do it again!
2017-18 SY	Youth Truth Survey	Students, parents, staff	Input from all stakeholders on non-academic measures	Survey to be readministered annually
2017-18 SY	Work with Blink Consulting	All staff, School Board and equity team	Continue work begun at Harvard	Unfinished. Facilitation not quite right

Timeline / 3

| 2018-19 SY	Beyond Diversity I	Admin team, EL coordinator	Awareness of how race affects our own lives and that of our students	Desire to deepen the work by participating in LEADS as a team
2018-19 SY	LEADS	Admin team	Instruction on how to lead equity work	In process
10/2018	Courageous Conversation Summit	Superintendent	Instruction on how to lead equity work and further deepening of awareness	Sharpened focus on what the issues are and where to start to improve them
2018-19 SY	Book study - White Fragility	Admin 6	Discussion	In process
2018-19 SY	Weekend snack packs	Students who are eligible for F/R lunch	Stabilize food insecurity	

CAASPP Scores 2017-18

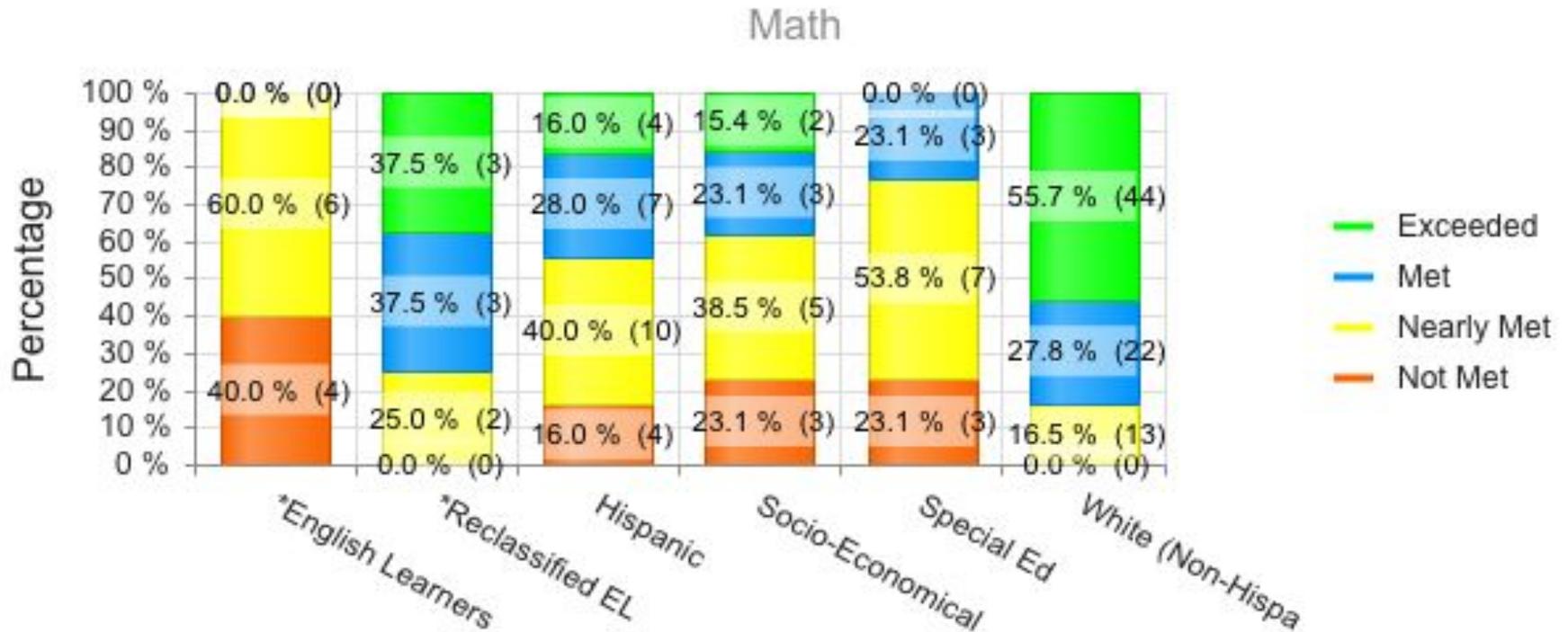# Bacich Language Arts (3rd graders in 2017-18, 4th graders in 2018-19)
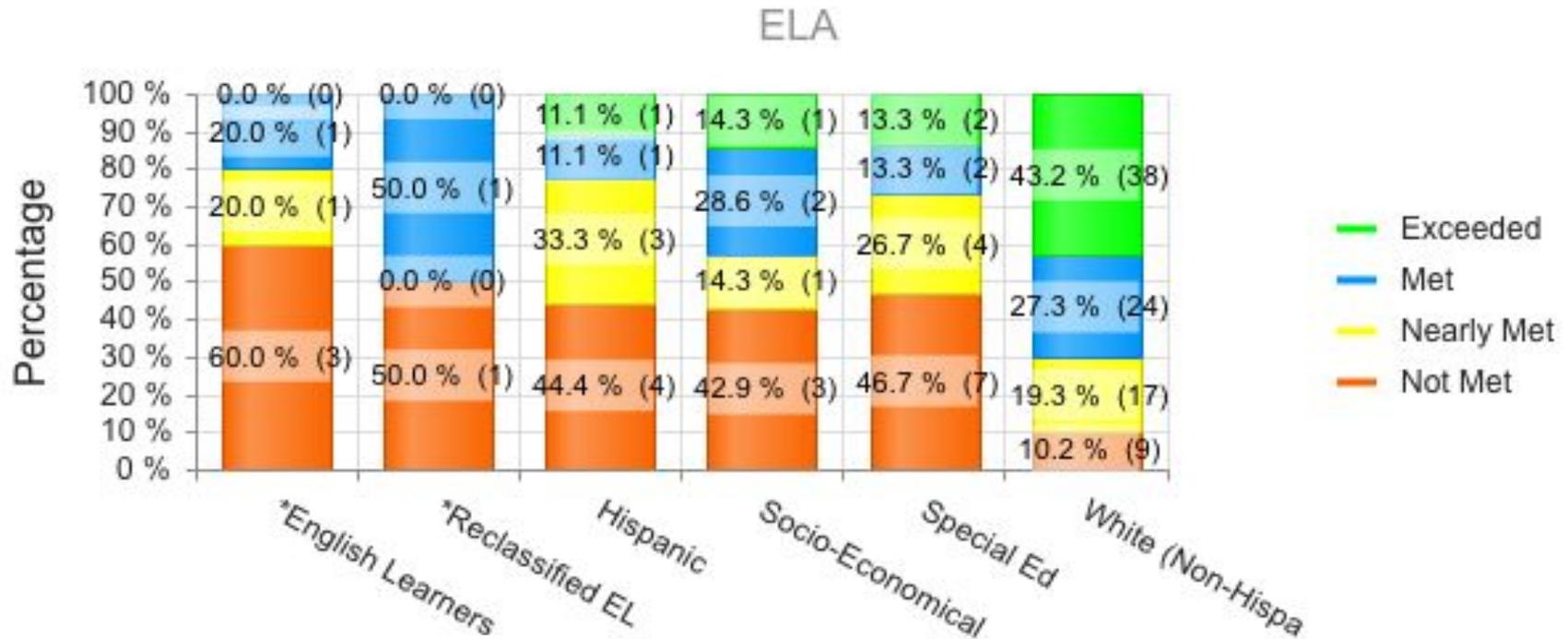
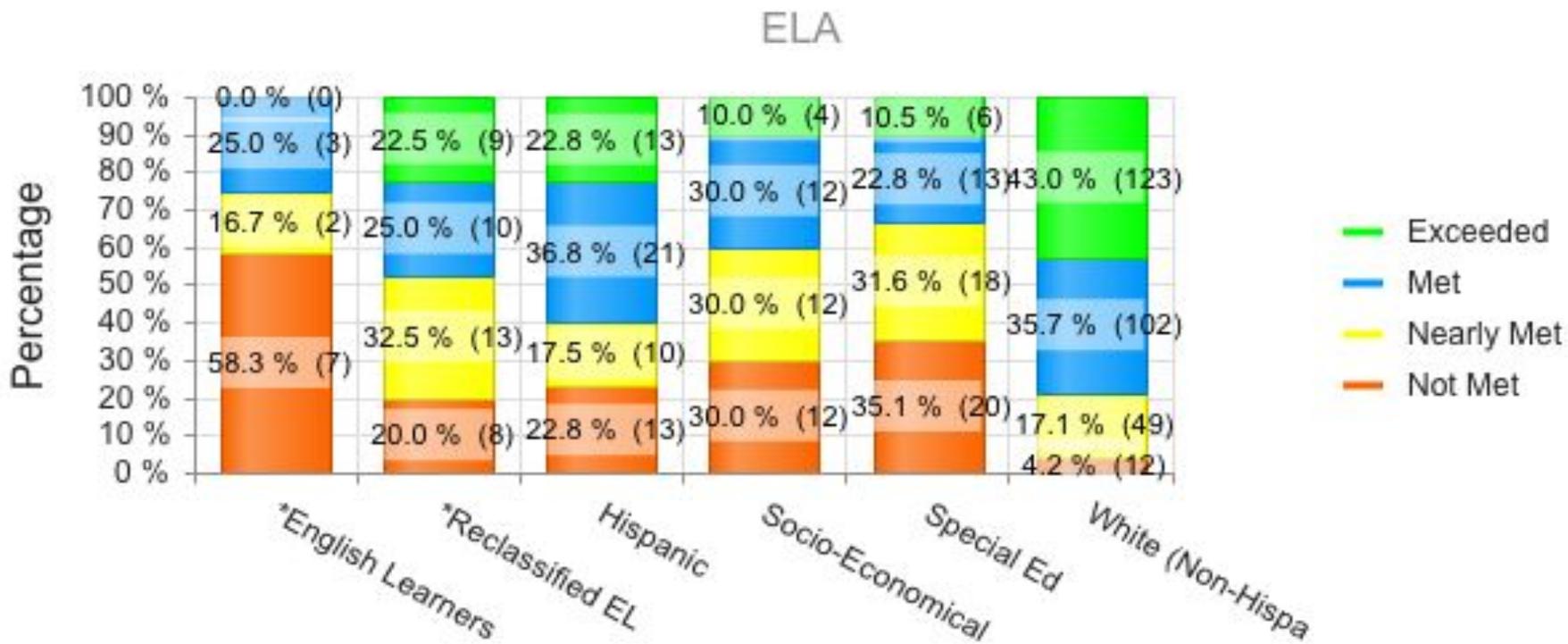# Bacich Math (3rd graders in 2017-18, 4th graders in 2018-19)
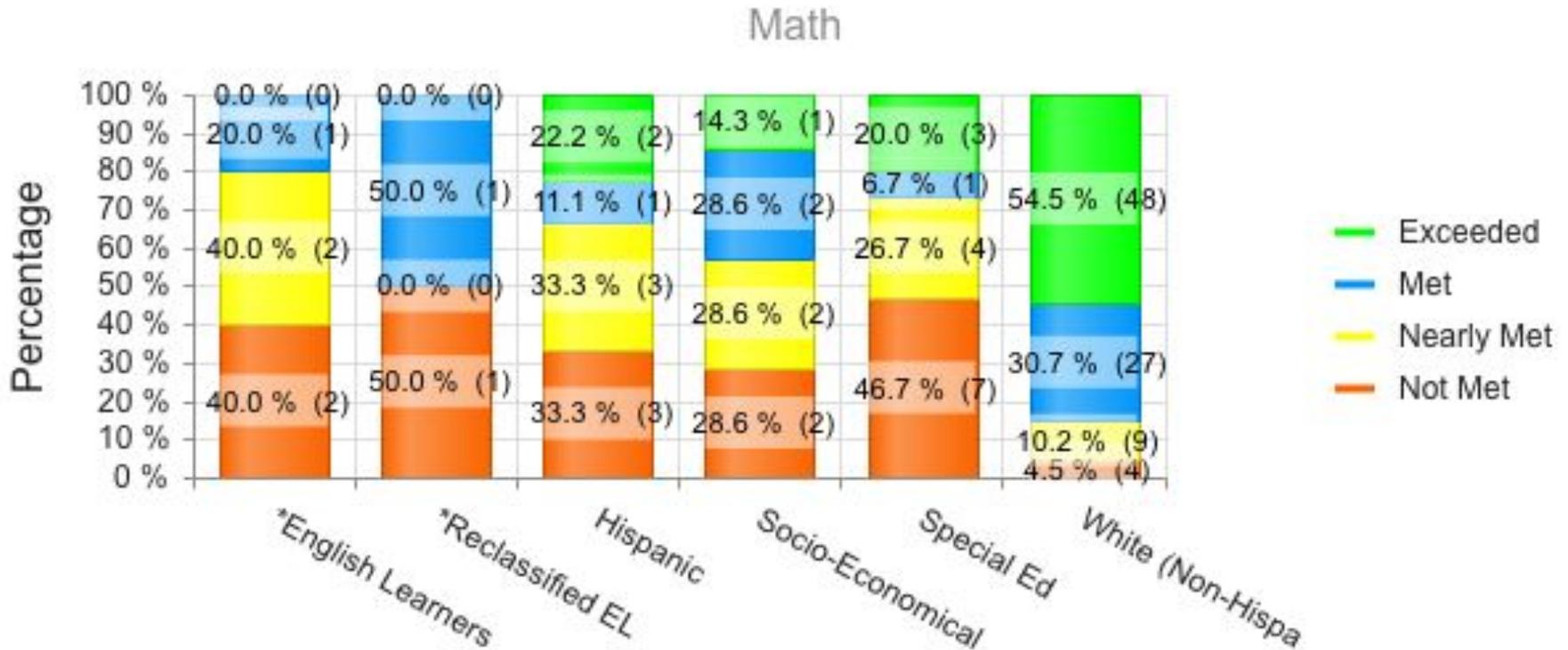
Bacich Language Arts (4th graders in 2017-18, 5th graders in 2018-19)
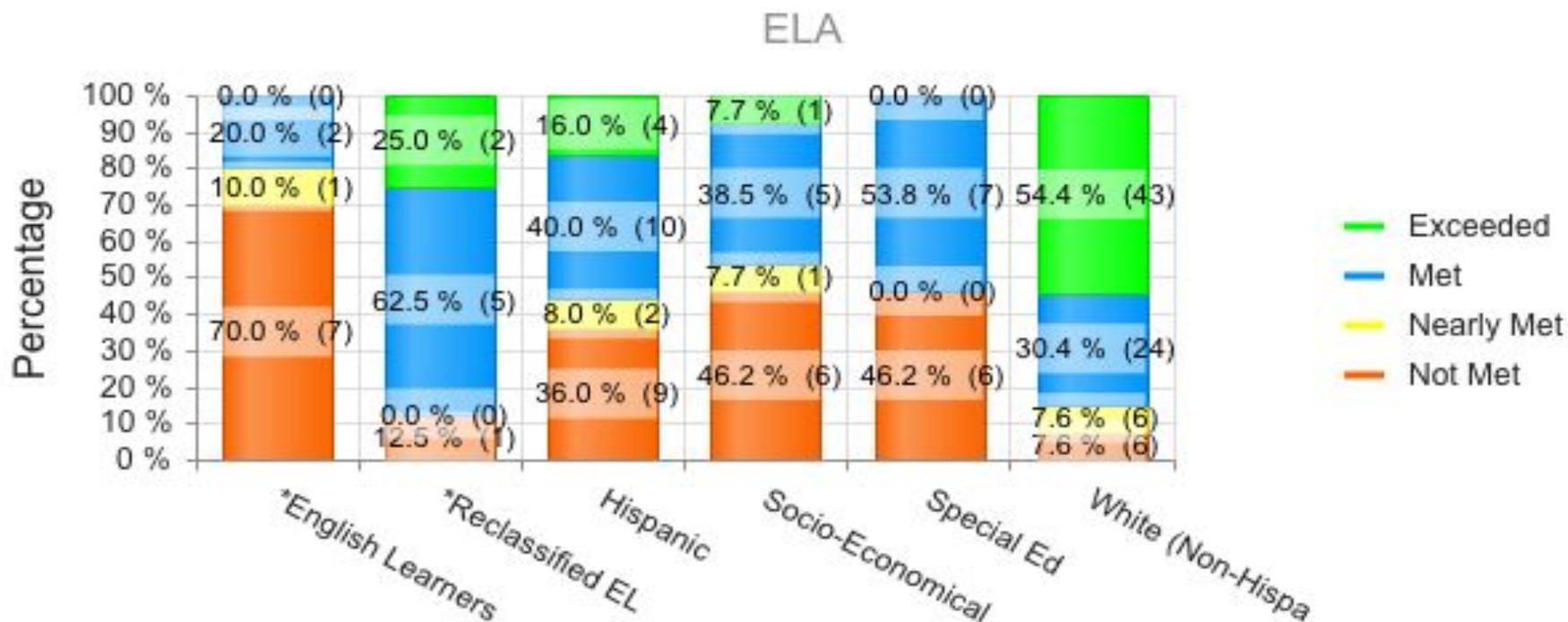
Bacich Math (4th graders in 2017-18, 5th graders in 2018-19)

Kent Language Arts (5th, 6th, 7th in 2017-18; 6th, 7th, 8th in 2018-19)

ELA

Percentage

	Exceeded	Met	Nearly Met	Not Met

*English Learners: 0.0 % (0), 25.0 % (3), 16.7 % (2), 58.3 % (7)

*Reclassified EL: 22.5 % (9), 25.0 % (10), 32.5 % (13), 20.0 % (8)

Hispanic: 22.8 % (13), 36.8 % (21), 17.5 % (10), 22.8 % (13)

Socio-Economical: 10.0 % (4), 30.0 % (12), 30.0 % (12), 30.0 % (12)

Special Ed: 10.5 % (6), 22.8 % (13), 31.6 % (18), 35.1 % (20)

White (Non-Hispa): 43.0 % (123), 35.7 % (102), 17.1 % (49), 4.2 % (12)

Kent Math (5th, 6th, 7th in 2017-18; 6th, 7th, 8th in 2018-19)
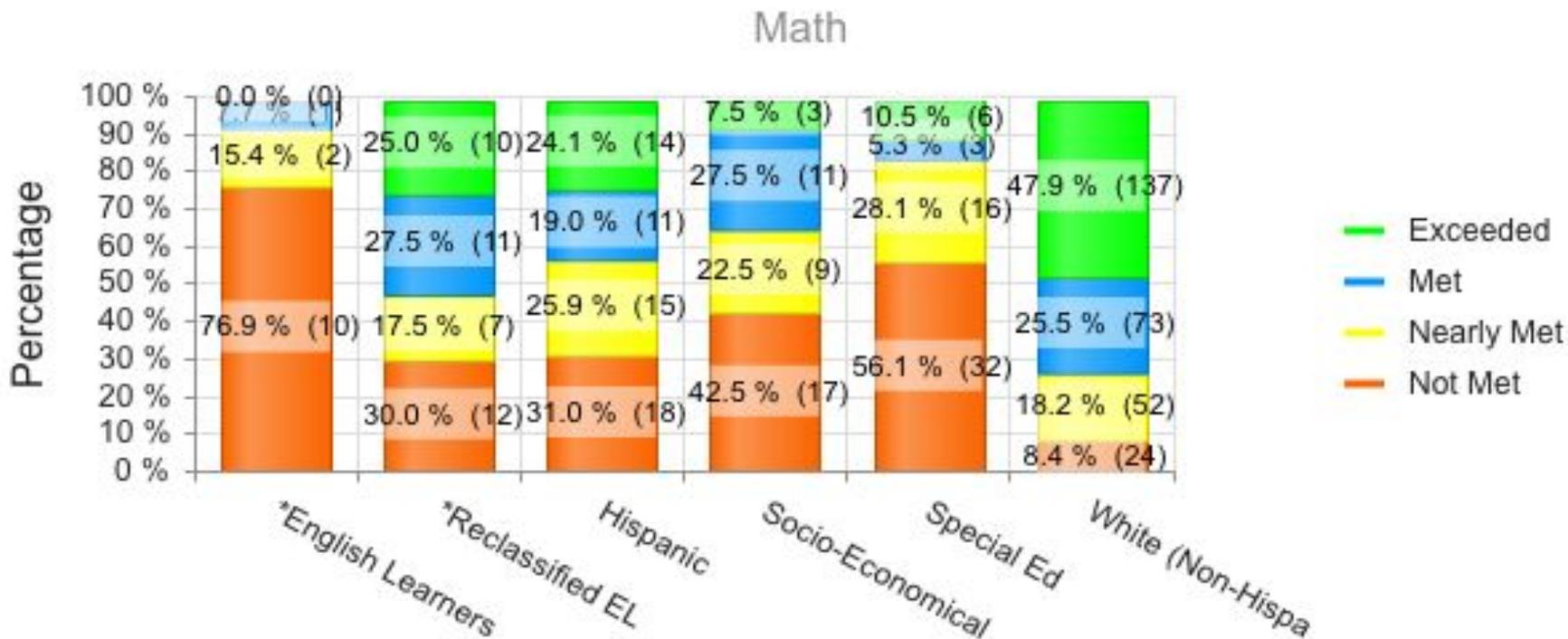
All students - % proficient and above

ALL	Grade	2017	2018	Change	Cohort Growth	
	3	64	69	5		
	4	76	78	2	3rd to 4th	14
ELA	5	75	74	-1	4th to 5th	-2
	6	85	78	-7	5th to 6th	3
	7	81	78	-3	6th to 7th	-7
	8	82	83	1	7th to 8th	2
	Overall	77	77	0		

All students - % proficient and above

ALL	Grade	2017	2018	Change	Cohort Growth	
Math	3	79	82	3		
	4	78	76	-2	3rd to 4th	-3
	5	65	73	8	4th to 5th	-5
	6	71	69	-2	5th to 6th	4
	7	72	66	-6	6th to 7th	-5
	8	71	71	0	7th to 8th	-1
	Overall	73	72	-1		

Economically disadvantaged students - % proficient and above

Economically Disadvantaged	Grade	2017	2018	Change	Cohort Growth	
ELA	3	23	*			
	4	*	50		3rd to 4th	27
	5	*	*		4th to 5th	*
	6	*	*		5th to 6th	*
	7	73	*		6th to 7th	*
	8	*	77		7th to 8th	4
	Overall	43	51	8		

Economically disadvantaged students - % proficient and above

Economically Disadvantaged	Grade	2017	2018	Change	Cohort Growth	
	3	39	*			
	4	*	33		3rd to 4th	-6
Math	5	*	*		4th to 5th	*
	6	*	*		5th to 6th	*
	7	46	*		6th to 7th	*
	8	*	46		7th to 8th	0
	Overall	28	30	2		

Students with disabilities- % proficient and above

Students with Disabilities	Grade	2017	2018	Change	Cohort Growth	
	3	7	30	23		
	4	21	54	33	3rd to 4th	47
ELA	5	21	31	10	4th to 5th	10
	6	44	26	-18	5th to 6th	5
	7	19	40	21	6th to 7th	-4
	8	41	30	-11	7th to 8th	11
	Overall	26	34	8		

Students with disabilities- % proficient and above

Students with Disabilities	Grade	2017	2018	Change	Cohort Growth	
	3	36	30	-6		
	4	36	23	-13	3rd to 4th	-13
Math	5	8	19	11	4th to 5th	-17
	6	19	13	-6	5th to 6th	5
	7	6	20	14	6th to 7th	1
	8	17	5	-12	7th to 8th	-1
	Overall	19	17	-2		

Overlap in student groups

	F/R	EL	ELs in SpEd	Redesignated	Redesig in SpEd
TK/K	10	8			
1st	18	10	3		
2nd	14	6	2	3	
3rd	13	8	3	2	1
4th	7	4	2		
5th	15	9	2	3	1
6th	12	4	2	3	1
7th	20	4		9	5
8th	17	2		10	4

State Indicators

English Learner Progress Indicator (Grades K-12)
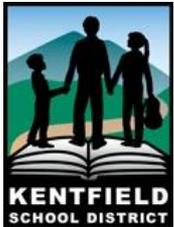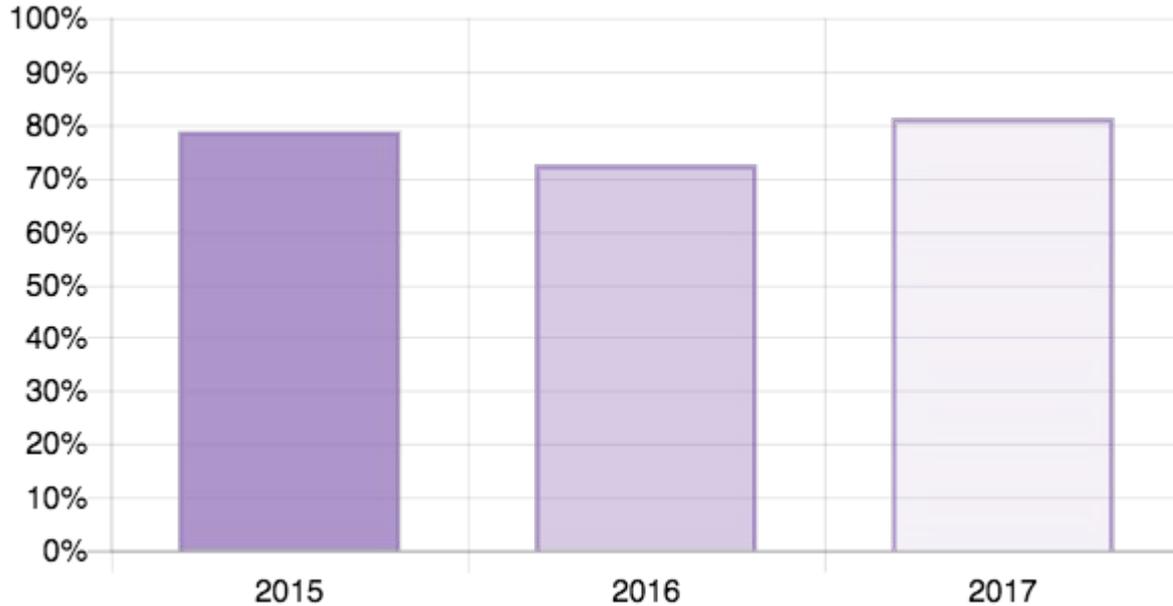
The percent of English Learners who made progress towards English proficiency.

We have identified a survey measure to assess school climate and culture - Youth Truth.

Youth Truth Survey Results 2018

Kent English Language Learners

Relationships with Peers
Relationships with Teachers

Relationships with Peers Questions - Kent / 1
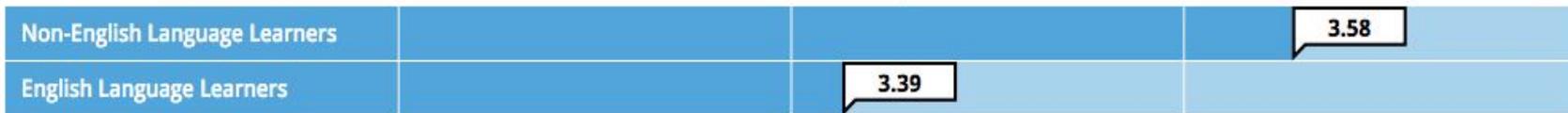
I really feel like a part of my school's community.

1 = Strongly disagree   3 = Neither agree nor disagree   5 = Strongly agree

0th (2.75)	25th (3.17)	50th (3.37)	75th (3.52)	100th (4.03)

Your School - Mar 2018

3.55
80th

CA schools

Non-English Language Learners   3.58

English Language Learners   3.39

Cohort: CA schools   Past results: ● On ○ Off   Subgroup: English Language Learners

Relationships with Peers Questions - Kent / 3

I can usually be myself around other students at this school.

1 = Strongly disagree   3 = Neither agree nor disagree   5 = Strongly agree

0th (3.27)	25th (3.64)	50th (3.75)	75th (3.85)	100th (4.26)

Your School - Mar 2018   **3.74** 49th

CA schools

Non-English Language Learners   3.75

English Language Learners   3.65
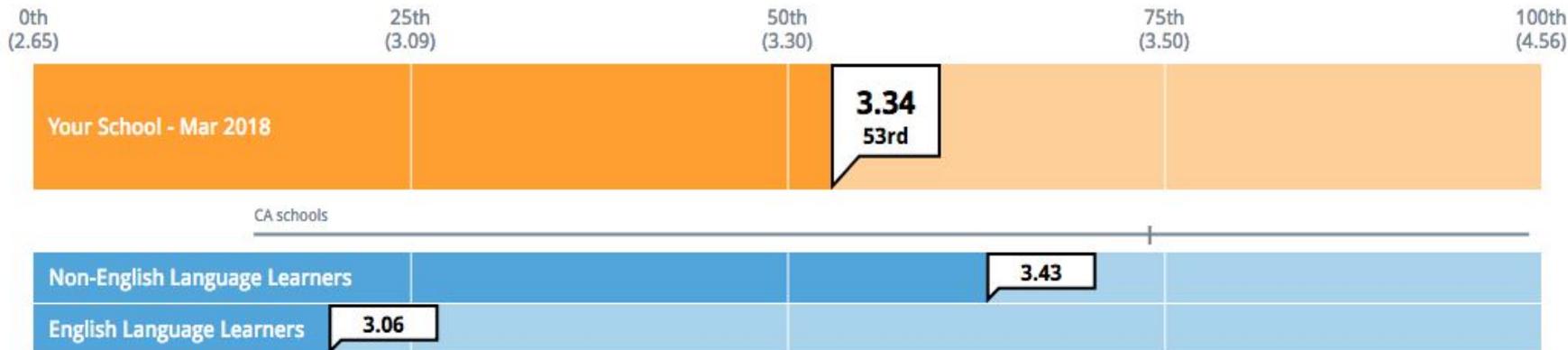
Cohort: CA schools   Past results: ● On ○ Off   Subgroup: English Language Learners

Relationships with Peers Questions - Kent / 4

Most students at this school are friendly to me.

1 = Strongly disagree	3 = Neither agree nor disagree	5 = Strongly agree
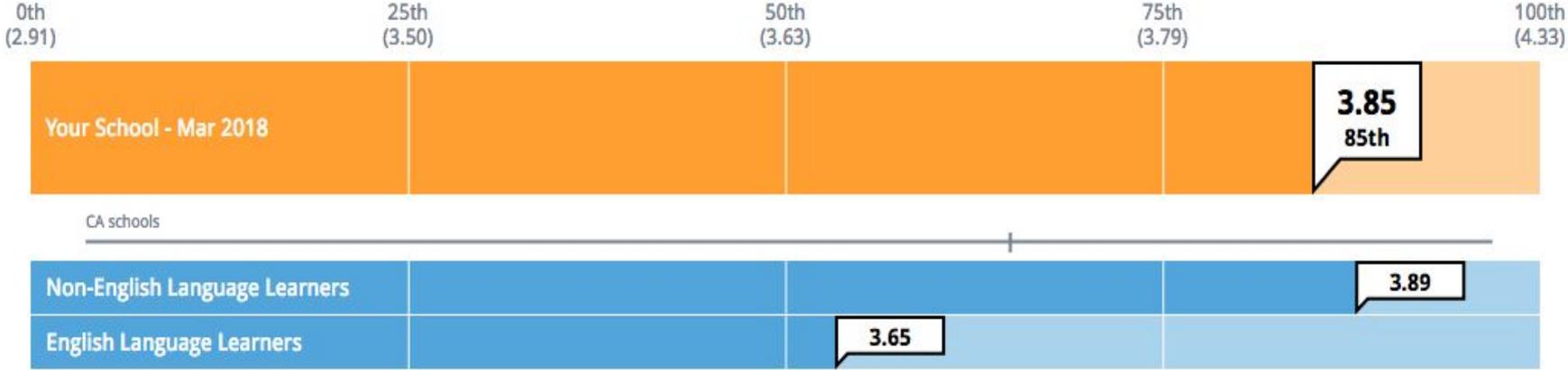
0th (2.91)　　25th (3.50)　　50th (3.63)　　75th (3.79)　　100th (4.33)

Your School - Mar 2018 — 3.85 85th

CA schools

Non-English Language Learners — 3.89
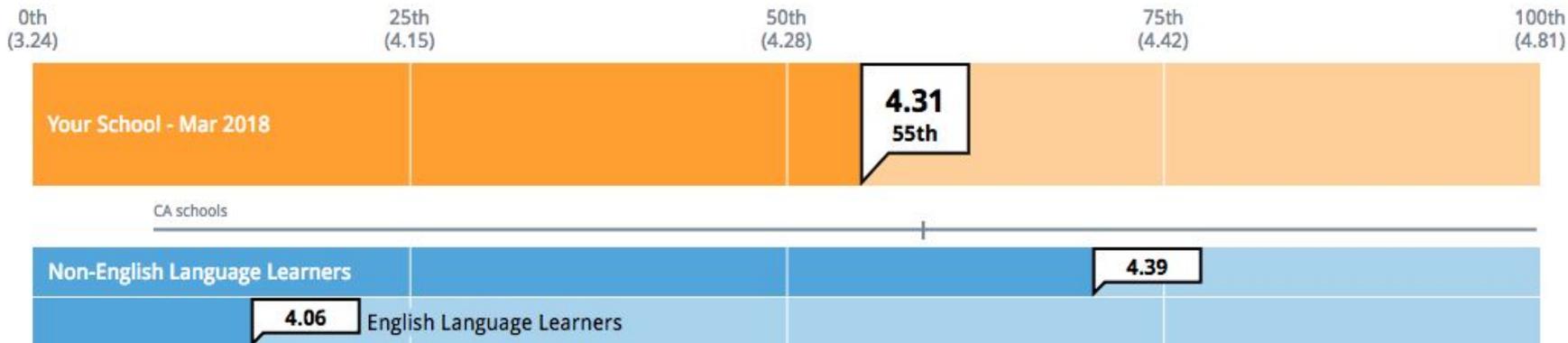
English Language Learners — 3.65

Cohort: CA schools　Past results: ● On ○ Off　Subgroup: English Language Learners

Relationships with Teachers Questions - Kent /1

How many of your teachers are not just satisfied if you pass, they care if you're really learning?

1 = None   3 = Some   5 = All

Relationships with Teachers Questions - Kent / 2

How many of your teachers try to be fair?

1 = None   3 = Some   5 = All   ❓

0th (2.69)	25th (3.33)	50th (3.55)	75th (3.81)	100th (4.54)

Your School - Mar 2018   **3.47** 40th

CA schools

Non-English Language Learners   3.53

English Language Learners   3.36

Cohort: [CA schools ▾]   Past results: ● On ○ Off   Subgroup: [English Language Learners ▾]

Relationships with Teachers Questions - Kent / 3

What's next?

Continue to dissect the data to enable maximum pinpointing of effort

Share with staff the data we have from CAASPP and Youth Truth

Identify professional development needs to address learnings from data

Administer Interim CAASPP Assessments

Readminister Youth Truth

Continue with LEADS

Plan all-staff Beyond Diversity workshop for August, 2019