



# Racial Equity Participatory Audit Proposal

Prepared for: Alamo Heights ISD

Attention: Dr. Jimmie Walker, Executive Director AHISD

Prepared by: Dr. Kelly Brown

Amended- Wednesday, September 23, 2020

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## SCOPE OF WORK

### Objective

The objective of One World Consulting (OWC) is to enhance Alamo Heights ISD (AH) understanding of the current inequity trends in the district based on quantitative and qualitative data, as well as process what reforms can be implemented to move to a more equitable context for students, staff and the community. Equity Audits are tools that allow districts to make guided reforms, which are based on data. Therefore, identifying the most common causes of inequities that exist in the district. We are conducting a participatory equity audit because there will be active involvement and decision making with Alamo Heights stakeholders throughout the process.

The participatory equity audit report will represent data collected from stakeholders, including administrators, staff, parents, and students among other groups. The participatory equity audit will revolve around 5 major areas, including:

1. Comparably high academic achievement and other student outcomes,
2. Equitable access and inclusion,
3. Equitable treatment of students, staff, and community,
4. Opportunity to learn about equity, cultural awareness and action
5. Resources (money, time, staff, facilities, and materials),

### Goals

The goal of the participatory equity audit for Alamo Heights ISD will be to:

1. Understand the factors that contribute to social, emotional and academic inequities
  2. Identify areas of significant differences or disconnect (e.g., race, socioeconomic status, gender, etc.). This includes identifying home, school, classroom, and individual-level barriers to social, emotional, and academic performance.
  3. Assist the district in identifying policies and professional development to reduce gaps and enhance school success for all students.
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## Lead Auditors Biographies

### DR. KELLY BROWN

Dr. Kelly Brown is an assistant professor of Educational Leadership in the Center for Doctoral Studies at Lamar University. Having previously served as an educator and administrator in K12 schools, she uses her experiences to fuel her passion and dedication to create systemic changes that support underserved students'. Dr. Brown's research is focused on examining policies, practices, and professional development that will positively effect issues of equity in education.

Dr. Brown has been written numerous articles and is currently working on a book with her research colleague, *The Reform Revolution*, about their ADDEquity™ framework supporting racial equity through systemic changes for schools and/or districts. She has also presented at local, state and national conferences over the last decade.

Dr. Brown is a certified teacher and administrator. She received her Ed.D from Texas Southern University in Educational Administration and Supervision. She is on the Board for the International Council of Educational Leadership (ICPEL) and a member of the Advisory Board for HCDE Educator Preparation Program. She is also an active member of organizations such as, American Education Research Association (AERA), Association for Supervisors and Curriculum Directors (ASCD), Texas Council of Professors of Educational Administration (TCPEA), and Texas Council for Women and School Executives (TCWSE).



### DR. DEIRDRE WILLIAMS

Dr. Deirdre Williams is credited for her leadership in turnaround schools in the eighth largest district in the United States, where she attributes her success to a commitment and focus on creating school systems that ensured equity and excellence for all students. Her vision to establish a culture of trust, embedded in action translated to a positive school community culture of high expectations and a belief that all students could and would learn at high cognitive levels. As a middle school principal, she transformed her campus from a twenty-year failing school to a competitive community school of promise offering every child seven courses for high school credit. Williams was awarded the only non-charter Texas STEM designated academy in the Houston Independent School District after receiving accountability designations in mathematics and recognition for student growth. Building on her successful experiences and results, Deirdre now provides leadership development locally and nationally on topics related to systems thinking for equity, community empowerment, and racial justice. She has been invited to several conferences to speak and present about her school transformation story, "From Fixing the Kids to Transforming the Adults", which will be featured in the National Charter Schools Conference Charter Talk session.

Williams is the Leadership Advancement Officer for Professional Certification at the Harris County Department of Education. She brought innovation and rigor to the Harris County Department of Education Principal Certification

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Academy to focus specifically on leading for educational equity and diversity. She also developed the LEAD Institute for Aspiring Superintendents (leading for equity and diversity), and wrote the proposal for Texas Education Agency approval to offer superintendent certification. Dr. Williams launched two leadership development initiatives for urban school transformation, Leadership Matters, and Promising Practices for Priority Schools.

Deirdre is a member of clinical faculty in the College of Education at Texas Southern University, where her work focuses on education and the urban dilemma of achieving racial equity in schools. Dr. Williams' most recent article titled, "Preparing Culturally Competent Leaders for Culturally Diverse Schools", was featured in the American Educational Research Association Division A Winter 2018 newsletter. She has other publications related to culturally responsive teaching and leadership in urban schools. Currently, Deirdre and her research colleague are completing a manuscript of their experience as urban school educators, *The Reform Revolution*.

Dr. Williams has capitalized on her background in public health research and evaluation to advance the knowledge of practices that improve learning outcomes for students of color and from poverty. She is the founder of the REID Institute, a non-profit network based in Houston, TX, with a mission of increasing access and involvement of marginalized groups in the educational process through research and the ADDEquity™ professional development project. Williams currently serves on the board of directors for the School Reform Initiative, a community of educators who engage in professional dialogue and learning focused on educational equity and excellence. She is an active member of the West Houston P-16 Council, which focuses on student development and successful matriculation from early childhood through college. Dr. Williams is a member of Delta Sigma Theta Sorority Incorporated.



## Project Outline

Time	Activity	Purpose
<b>October TBD</b>	Leadership training with trustees and equity council to introduce the participatory equity audit	Introduce the participatory equity audit and understand equity in context of Alamo Heights. This will be two separate trainings, but can be conducted on the same day.
<b>October TBD</b>	Virtual Check-in	Facilitate reflection around the trainings and clarify next steps.
<b>November 2-6</b>	Equity focused learning walks and focus groups with students, staff, and parents	Collect qualitative data to understand the why behind the quantitative data from surveys and other data reports from Phase One.
<b>November TBD</b>	Virtual Check-in	Facilitate reflection around the equity focused learning walks and clarify next steps.
<b>November 9-30</b>	Qualitative data analysis and report with recommendations	Support Alamo Heights equity council with additional data to inform next steps.
<b>December TBD</b>	Virtual Check-in	Facilitate reflection around the report and clarify next steps.
<b>December (TBD)</b>	Debrief results of the participatory equity audit.	Facilitate a reflective process that will support AH 3-year equity plan.

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## Deliverables

The following is a list of deliverable that Alamo Heights can expect from One World Consulting based on the above project outline. The deliverables are divided into three phases. Phases two and three will be optional, but will provide full support to deliver upon the conclusions and recommendations.

- Phase One Deliverables
  - Training with Trustees
  - Training with the Equity Council
    - Supporting the development of an Equity Mindset TM
  - Data mining with an Equity Lens Blueprint
    - Training to understand the data mining with an equity lens process
- Phase Two
  - Equity focused learning walks with Alamo Heights administrators
  - Capacity building training for equity focused learning walks
  - Conduct focus groups with teachers, students, and parents
  - Participatory equity assessment report with recommendations based on data from learning walks and focus groups

*Virtual check-in can be scheduled throughout the process to support AH in their work to build, support, and maintain the equity council.*

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# ESTIMATED BUDGET

## One World Consulting Services

Thank you for considering One World Consulting to support your district needs. Because we highly value a long-term relationship with your campus/district, we have made every effort to provide a reasonable estimate of our fees.

Fee for Services Rendered	Cost
Board and Leader Initial Participatory Audit Training	3,000
Conduct focus groups and Analyze the qualitative data	25,000
Facilitate Equity Synthesis Meetings	3,000
Write final report with recommendations	11,000
Three virtual check ins to support the equity council	0
<b>Total</b>	<b>\$ 42,000</b>

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