Gaining on the Gap: Changing Hearts, Minds and Practice

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Gaining on the Gap: Overview

- Introduction and Overview
- Context
- Organization Conditions
- Key Variables for Intervention
- Cultural Competence
- Lessons Learned
- Questions / Discussion
Context: Arlington Students

- **9/30/10 Enrollment:** 21,241
- **Students by Civil Rights Category:**
  - **White:** 46%
  - **Hispanic:** 28%
  - **Black:** 11%
  - **Asian:** 10%
  - **Multiple:** 5%
- **126 Countries**
- **98 Languages**
Context: Arlington Students - continued

- 32% Receive free/reduced-priced meals
- 42% Second-language learners
- 32% Limited English proficiency
- 18% Receive ESOL/HILT Services
Organization Conditions

- Admit to problem and put the data that demonstrate the problem front-and-center in a form that can be understood easily
- Measure and report progress consistently
Organization Conditions

- Make the goal of eliminating or narrowing gaps a priority for everyone in the organization
- Distribute equitably resources directed toward achieving the goal
- Implement interventions that focus on key variables early and consistently
Key Variables

- Expectations
  - Of students
  - Of staff
  - Of parents

- Quality of Instruction
  - Quality of teaching
  - Quality of relationships

- Access to Opportunities

- Parent and Community Involvement
Views of school influences over educational outcomes

- 2009 - APS - ?
- 2006 - Rothstein research - 40%
- 1966 - Coleman Report - 20%
Cultural Competence Development

Overview of Topics

- Review of Data
- Cultural Competence and Student Achievement
- Racial Consciousness and Unconsciousness
- Microaggressions
- Equity and Education
- Privilege and White Privilege
- Ally Behavior
- Culturally Responsive Teaching
Selected Results
## Percent Passing SOL Tests by Group

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<tr>
<th>Year</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
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**Percent Increase 1998-2009**

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# Achievement Gap by Percentage Points Difference by Year

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</table>

**Percent of Gap Removed 1998-2009**

<table>
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<tr>
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<th>BLACK</th>
<th>HISPANIC</th>
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<tbody>
<tr>
<td></td>
<td>85</td>
<td>57</td>
<td>66</td>
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</table>
SOL Passing Rates
by Race/Ethnicity

% Passing SOL

98  '99  '00  '01  '02  '03  '04  '05  '06  '07  '08  09

Asian  Black  Hispanic  White  Total
Lessons Learned

- Apply Principles Rather Than Replicate Procedures
- Good Intentions Necessary but Insufficient
Lessons Learned (2)

- Build on Strengths
- Recruit Allies
- Confront Race
- Use the Power of Stories
- Miles to Go
Six Selected Sources


Retrieve from file:///C:/DOCUME~1/ljulian1/LOCAL~1/Temp/HEL%20Column%20as%20web%20page3-14-12-2.htm


Questions?
Discussion