



Livingston Public Schools

Overview of Equity Audit 2023-2024

Empowering all to learn, create, contribute, and grow.



Livingston Public Schools - EQUITY AUDIT 2023-2024

BACKGROUND

Livingston Public Schools has been engaged in a range of equity focused activities over the past several years. We wanted an external organization to conduct an equity audit of the district, to identify areas of success, and areas of focus. With a Board and Community Committee we hired the PEER lab to conduct the audit. They will:

- 1) conduct a review of existing data,
- 2) collect stakeholder perceptions of the district climate and culture, via a survey on the experiences and perceptions of students, faculty/staff, families, and the local community,
- 3) engage in onsite visits for classroom and building level observations,
- 4) facilitate focus groups and interviews with selected stakeholders
- 5) present a formal report with recommendations.



Livingston Public Schools - EQUITY AUDIT 2023-2024

PURPOSE

To engage in an external, third-party, equity audit process to uncover, understand, and change inequities in school and districts. The process evolves in three steps-

1. review existing data (achievement, discipline, graduation, teacher quality, funding, policy)
2. collect new data (via survey, focus groups, interview, and/or observations)
3. make sense of the data, with recommendations for action.



Livingston Public Schools - EQUITY AUDIT 2023-2024

DEFINITION OF EQUITY

- Removing barriers to student learning and providing resources in order to ensure engagement, representation, and opportunity for all students and their social support systems.
- Promoting academic success and social emotional development through culturally responsive curriculum and inclusive pedagogy, and the development of students' critical consciousness and resilience, with the overall goal of encouraging their holistic development, changing the status quo, and challenging societal oppression and injustice.



Livingston Public Schools - EQUITY AUDIT 2023-2024

DEFINITION OF EXTERNAL INDEPENDENT AUDIT

- Consultant convenes a team of external professionals, with specific expertise areas such as leadership, behavior/discipline, curriculum & instruction, special education, bilingual education, family & community engagement, and policy.
- Each expert compiles their recommendations and findings, and a final report, with recommendations, is submitted to the district.
- Administration serves as a liaison to make logistics happen for the consultant. We do everything possible not to guide, interfere with, or make requests about the process or do anything that could influence outcomes.
- This process takes three – six months.



OUR CONSULTANTS

Consultants will assess the impact of previous DEI work through surveys and interviews with district and building level administrators, teachers, support personnel, families, and community members with whom the district has partnerships.

It is by utilizing these relationships with various stakeholder groups, combined with the consultants' areas of expertise, that they can provide actionable information upon which the district can make informed decisions moving forward.



STAGE ONE

Stage 1: The consultants will plan an initial meeting with district leadership at LPS to review the proposal and review the activities to be carried out. At this time, the consultant team will obtain available and relevant district data and prepare to administer a survey.

Survey will be distributed to students, faculty/staff, and families. Results from the climate survey will be used, in part, to inform the protocols for the focus groups and interviews.



STAGE TWO

Stage 2: Activities constitute the bulk of the work related to the evaluation of school climate. During this period, the consultants will carry out the following research activities:

- Conduct focus groups (via zoom) at all 9 schools
- Conduct interviews with district administration and key partners and families
- Conduct observations at all 9 buildings



STAGES THREE, FOUR, and FIVE

Stage 3: Data analysis will include transcriptions, coding, and the analysis of all observations and interviews and focus groups. Findings will be written into a final evaluation report.

Stage 4: The consultant team will submit the final evaluation report to Livingston Public Schools and meet with district leadership/Board to review the report.

Stage 5: As needed, the consultant team can provide coaching and other support services to implement recommendations.



Livingston Public Schools - EQUITY AUDIT 2023-2024

DATA TO BE COLLECTED - ACADEMIC DATA

Opportunity and Access District / School Level

- Summative assessment scores (state testing)
- College readiness assessment scores ((P)SAT, ACT, AP)
- Promotion, retention, graduation rates
- Students identified for special education or intervention programs
- How are students identified for Gifted, Honors, AP, and similar advanced programs (tracking & gatekeeping systems)
- What steps are being taken to increase participation of traditionally underrepresented students in these programs?

Classroom Level

- Interviews/Document Review - are students assessed regularly to determine growth and needed supports
- Visitations - classroom environment (physical and culture), interviews
- Discussions - Integration of students in classroom

Curriculum and Instruction -

- Climate survey data
- Interviews/Document Review re: curriculum materials reflective of diverse student population
- Interviews re: curriculum and instruction both rigorous and culturally sustaining



Livingston Public Schools - EQUITY AUDIT 2023-2024

CLIMATE AND CULTURE DATA

School Climate and Culture

- Discipline data
- Attendance data
- Students reporting favorable school climate ratings
- Students engaged in co-curricular activities
- Student interviews re: climate, culture, and belonging

Student Supports

- What academic supports are available to students?
- What social-emotional supports are available to students?

Recruitment, Hiring, and Retention

- Staff v student diversity - efforts to diversify staff (recruitment)
- Support for new and existing staff (retention)
- Leadership development programs for teaching, administrative, and support staff



PROFESSIONAL DEVELOPMENT & COMMUNITY DATA

Professional Learning and Development

- Staff survey re: quality and applicability of professional development offerings
- Staff survey re: attitude (mindset) toward equity-based professional growth opportunities
- Staff participation in equity-based professional growth opportunities
- Interviews about staff attitude (mindset) toward equity-based professional growth
- Document review availability of equity-based professional growth opportunities

School, Family, and Community Partnerships

- Climate survey parent
- Interviews - family engagement, communication, and relationships
- Interviews/Document Review - community partnerships



Livingston Public Schools - EQUITY AUDIT 2023-2024

Here we go.....