



Intentional Integration Initiative Summation

Dr. Ronald G. Taylor, Superintendent of Schools

June 22, 2020

Proposal/Strategy

To briefly review the process taken that has led to the Intentional Integration Initiative Board Resolution

- + Previous presentations;
- + Literature review;
- + Parental/Community Feedback;
- + Framework Design; and,
- + Next steps

Previous Public Presentations 2019-2020 school year

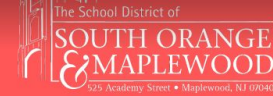
- + January 8, 2020- Equity in Integration Symposium
- + February 4, 2020- Equity in Integration Discussion (Elementary Staff)
- + February 19, 2020- Intentional Integration Initiative Community Town Hall
- + April 2020- Intentional Integration Initiative Digital Update (Webinar)



Event Summaries



January 8, 2020-Equity in Integration Symposium



The Office of the Superintendent Presents:

SOMSD EQUITY IN INTEGRATION SYMPOSIUM



Elise Boddie, Esq.,
Civil Rights Expert & Legal Scholar
*Henry Rutgers Professor, Professor of
Law, Rutgers Law School*



Edward Fergus, Ph. D
Author & Educational Equity Expert
Associate Professor, Temple University



Erica Frankenberg, Ed.D
Co-Founder, Center of Education & Civil
Rights & School Integration Expert
Professor, Pennsylvania State University



Event Summaries

January 8, 2020- Equity in Integration Symposium

+ Superintendent presented the following:

- Global commitment to the 'growth-mindset' for all of our stakeholders;
- Mission and vision with regards to intentional integration;
- Belief in the benefits that intentional integration can have for both the children and community that we serve; and,
- Plan towards not just compliance, but relevance and ultimately excellence.

Event Summaries

January 8, 2020- Equity in Integration Symposium Continued...

- + **E. Boddie, Esq. Professor Rutgers Law :**
 - Presented and discussed the history of segregated schools in New Jersey, including the relevant current cases.
- + **Dr. E. Frankenberg, Co-Founder Center for Education and Civil Rights & Professor Pennsylvania State University:**
 - Presented and discussed the ways that Integration has been achieved in various communities throughout the US.
- + **Dr. E. Fergus, Author and Educational Equity Expert, Associate Professor Temple University:**
 - Moderated the evening including the speakers responses to the audience's questions.



Event Summaries

January 8, 2020- Equity in Integration Symposium Continued...

- + Evening highlights, took place at Columbia High School Auditorium, more than 800 attendees.
- + Served as an impactful 'restart' to the community and District Conversation on Integration.
- + Many community members stayed afterwards to ask questions directly to the panelists.
- + Evening created a running record of community/parental concerns on this important topic.

February 4, 2020- Equity in Integration Discussion (Elementary Staff)



Equity in Integration Discussion

Dr. Ronald G. Taylor, Superintendent of Schools

February 4, 2020



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Event Summaries

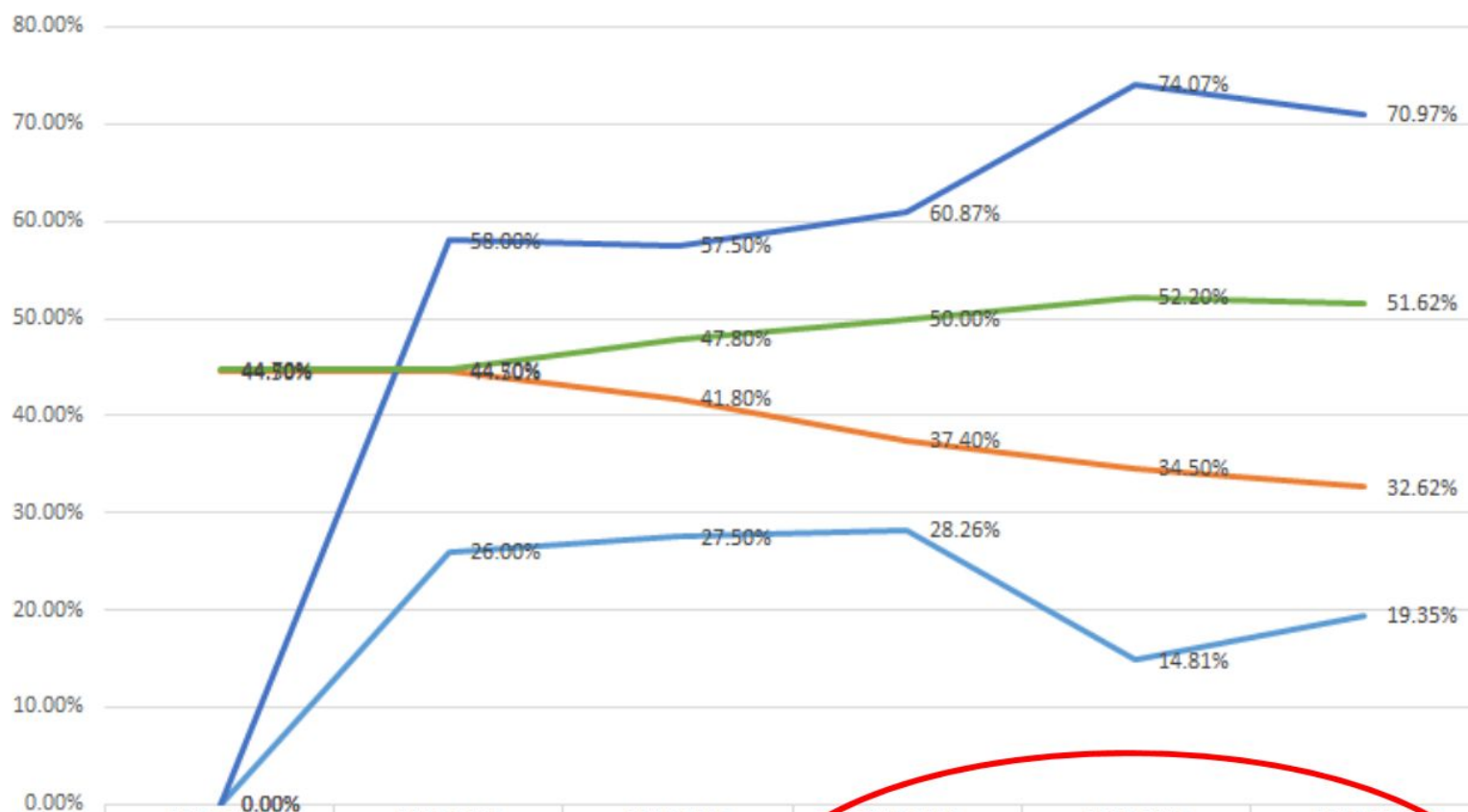
February 4, 2020- Equity in Integration Discussion (Elementary Staff)

- + **Superintendent presented the following:**
 - Reiteration of the January 8, 2020 Public Symposium for context.
 - Including playing the video of E. Boddie's presentation.
 - The disparities of the enrollment of students of color in high level course historically at Columbia High School and the possible assertion that there is a connection of this data to the segregated enrollment of our elementary schools.
- + Mr. Paul Roth, School Business Administrator presented an update on the planning and process of bringing our construction project to fruition.

Racial Breakdown District vs Elementary Schools (cont.)

School	W	B	H	A	I	P	M	Total	Free/ Reduced
CLIN	62.30%	17.40%	5.50%	6.30%	0.00%	0.00%	8.60%	100.00%	14.40%
JEFF	63.60%	17.10%	2.40%	4.20%	0.00%	0.20%	12.50%	100.00%	8.10%
MARS	61.00%	17.20%	1.40%	2.50%	0.20%	0.40%	17.40%	100.00%	8.70%
SB	23.10%	55.90%	3.80%	2.20%	0.20%	0.20%	14.60%	100.00%	42.90%
SM	64.30%	11.30%	2.30%	4.30%	0.00%	0.20%	17.60%	100.00%	3.60%
TUSC	70.00%	12.90%	2.80%	2.20%	0.00%	0.00%	12.10%	100.00%	6.90%
District	55.30%	25.90%	3.70%	3.70%	0.10%	0.10%	11.10%	100.00%	15.80%

Calculus BC AP- Ethnicity Comparison From 2014 - 2020



	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Black - Course Enrollment	0.00%	26.00%	27.50%	28.26%	14.81%	19.35%
Black - School Demographic	44.50%	44.50%	41.80%	37.40%	34.50%	32.62%
White - Course Enrollment	0.00%	58.00%	57.50%	60.87%	74.07%	70.97%
White - School Demographic	44.70%	44.70%	47.80%	50.00%	52.20%	51.62%

Event Summaries

February 4, 2020- Equity in Integration Discussion (Elementary Staff) Continued...

- + Event took place on a early dismissal Professional Development Day, more than 700 attendees including all elementary teachers and administrators..
- + Many of our SOMSD educators stated that was the first time they had participated in these important discussions.
- + There were very fruitful follow-up conversations created from this event, including our Physical Education Teachers follow-up with Mr. Roth around the operational constraints of the Elementary Multi-purpose room design.

February 19, 2020- Intentional Integration Initiative Community Town Hall



SOMSD Intentional Integration Initiative Community Town Hall

Wednesday, February 19, 2020

Event Summaries

February 19, 2020- Intentional Integration Initiative Community Town Hall

- + **Superintendent presented the following:**
 - A brief review of the previous Symposium.
 - Synthesis of the major parental/community concerns.
 - A review of recent scholarly literature on this topic.
 - The disparities of the enrollment of students of color in high level course historically at Columbia High School and the possible assertion that there is a connection of this data to the segregated enrollment of our elementary schools.
 - A tentative timeline of next steps.
- + Mr. Paul Roth, School Business Administrator presented an update on the planning and process of bringing our construction project to fruition.



Integration Process & Implementation:



Event Summaries

February 19, 2020- Intentional Integration Initiative Community Town Hall

- + Event took place at Jefferson Elementary School.
- + Approximately 300 attendees.
- + Key dependencies between our construction project and our integration plans were examined and shared.
- + There were very fruitful follow-up conversations created from this event, including parents who are a part of the Sustainable Schools' Green Team bringing concerns around the plans to make our school construction as sustainable as possible. Mr. Roth was able to meet with them in a follow up to discuss their concerns with our Architects.
- + Online feedback was made available to those who still had questions.



Event Summaries...

Our research and review was paired with community feedback, this was then analyzed and used to create a '*draft framework*' that was shared with the Board of Education for further discussion. The Board gave valuable feedback and insight into the framework, as well as tentative approval for the Administration to take the feedback and synthesize it to prepare for our next community presentation for discussion.



Event Summaries...

Though COVID 19 did not allow for our planned in-person follow up Town Hall event, the Administration created a webinar that would allow the community to learn about the Framework with the community to solicit feedback. Our efforts resulted in more than 3000 confirmed views. We also, of course, received community feedback that was reviewed and vetted with our Board of Education.



April 2020- Intentional Integration Initiative Webinar (Digital Update)



Intentional Integration Initiative (III) Digital Update

April 2020

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Event Summaries

April 2020- Intentional Integration Initiative Digital Update (Webinar)

- + **Superintendent presented the following:**
 - Shared our needs assessment findings, Intentional Integration Framework recommendations and next steps...
 - Research-Internal & External;
 - Construction & Elementary Integration;
 - Intentional Integration Methodology;
 - Controlled Choice vs. Grade Span vs. Other;
 - Curriculum and Thematic Discussion;
 - Variables, Pacing etc. and,
 - Framework

Event Summaries

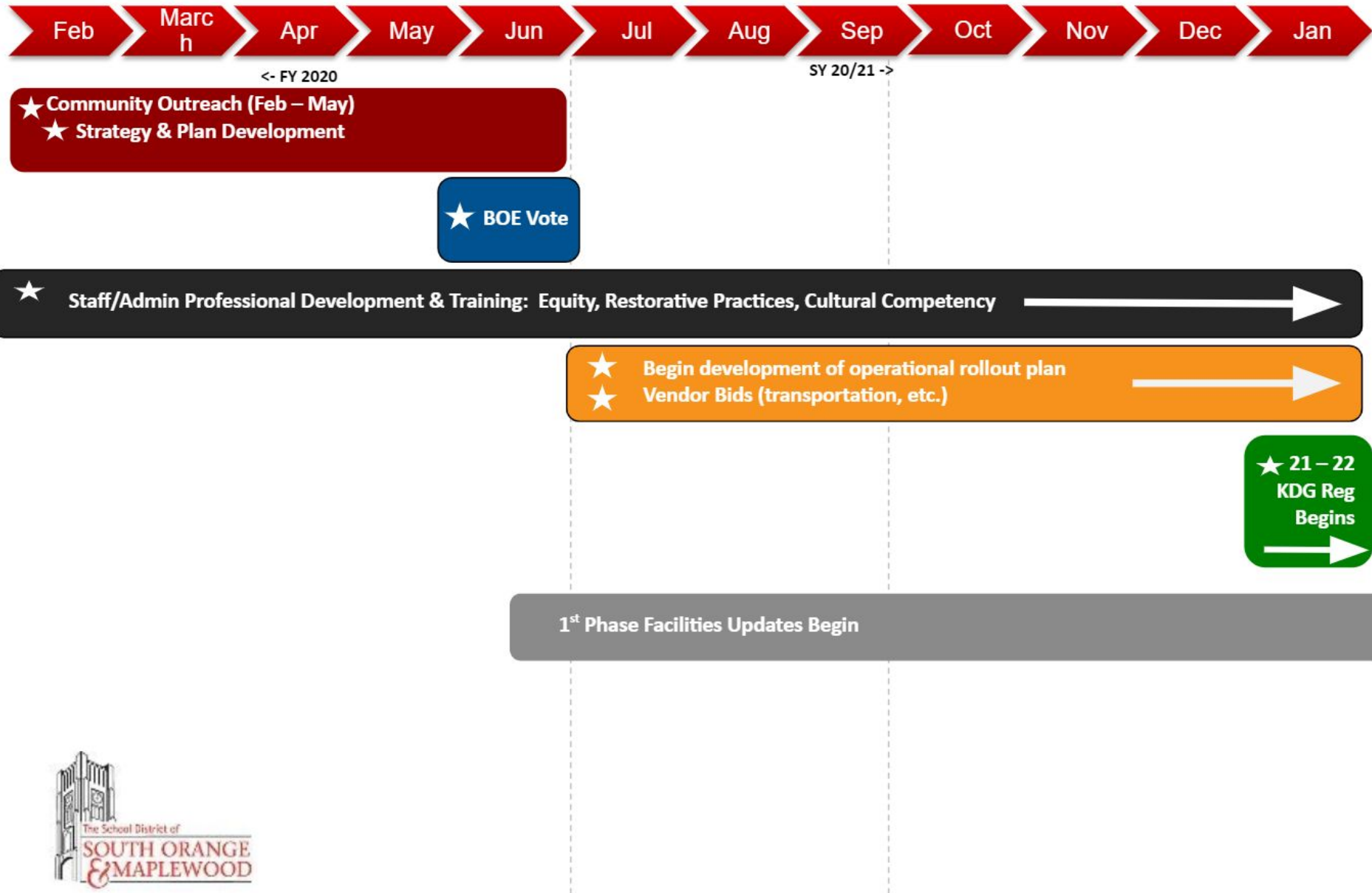
April 2020- Intentional Integration Initiative Digital Update (Webinar)

+ **Highlights include:**

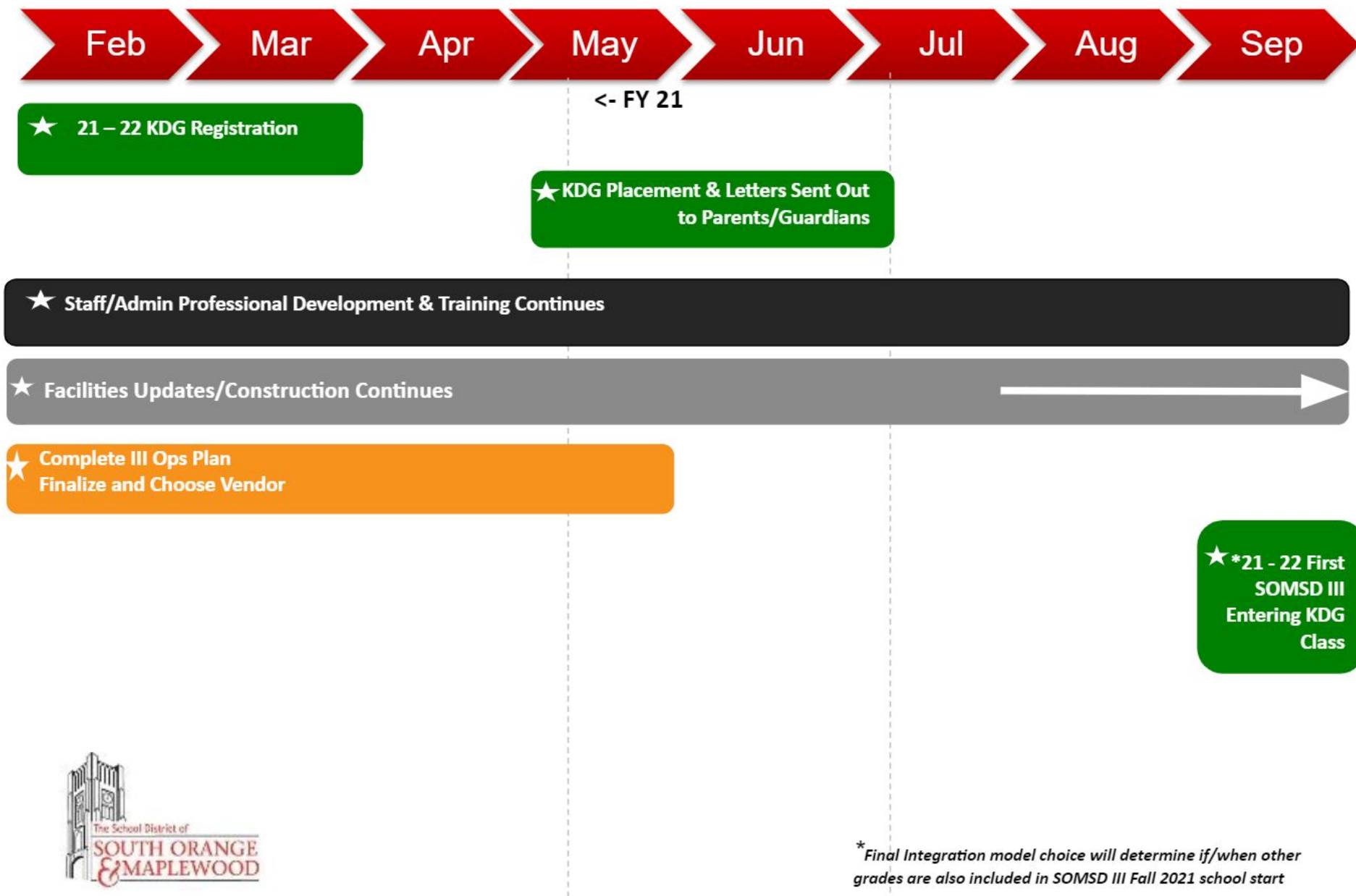
- Untethering our Intentional Integration Initiative from our Construction efforts, due to the innate spontaneity of construction.
- Utilizing a modified Berkeley Approach for our Integration methodology which includes:
 - Developing an algorithm that creates micro-neighborhoods and utilizes variables-
 - Parental Education Level;
 - Parental Income;
 - Race;
 - Sibling Preference; and,
 - Proximity
- Pacing of our Integration with a Pilot of the Kindergarteners entering our District in September of 2021.
- Year 2 of the III would address the next group of Kindergarteners entering our district in September of 2022, as well as 6th graders entering middle school that year.



FYM – Project Plan: Key Dependencies (FY20 – FY21)



FYM – Project Plan: Key Dependencies (FY21)



Event Summaries

April 2020- Intentional Integration Initiative Digital Update (Webinar)

+ **Highlights include-**

- More than 3000 individuals view the Intentional Integration Initiative Digital Update (Webinar).
- We received 16 questions, comments etc.
- We analyzed those comments, as some were either rhetorical or repetitive of others received we broken them down into multiple larger buckets of concern, including...

Concerns received...



Executive Summary of Intentional Integration Webinar Feedback

1. More Details of the plan will be helpful...	2. Cost of transportation	3. Does Sibling Preference damage the effectiveness?	4. Afterschool consistency
5. Perhaps COVID-19 should push timeline back? (2 similar comments)	6. Are we going to slow?	7. Middle School Integration is unnecessary.	8. We need more black teachers and male mentor programs.
9. Lack of parent choice/want to go to school where they purchased their home.	10. Marshall - Jefferson next steps	11. Concerned about middle school students well-being because of transportation (including public transportation)	



This evening's Intentional Integration Initiative (III) resolution and next steps



Next Steps...

- + The Board is considering a resolution that we believe captures our current context and beliefs, while sharing a clear direction for our District to actualize our Intentional Integration Initiative.
- + If the Board supports this resolution, we will move forward with procuring a 3rd party expert to assist in bringing our proposed algorithm to fruition.
- + The Board will also be able to determine from the simulations the desired parameters of school demographics.
- + Once the draft algorithm is completed we will test its effectiveness in simulations. Which we will use to determine the recommended weights needed for each variable to achieve the desired outcomes. We will also be able to use these simulations to avoid unintended outcomes.