



Equity Advisory Committee

October 10, 2023





Call to Order

Vanessa Santamaría-Dainton

Language Access

- EAC materials are available online in Spanish
- Should participants require Spanish interpretation, members of our team are available and can launch the interpretation channel on zoom



Public Comments

- Sign-up on [Google Form](#) before meeting
- 10 minutes total for Public Comment. 2 minutes per speaker. Please say your name before making comment



Meetings Minutes

Sachi Edson



Approval of Meeting Minutes

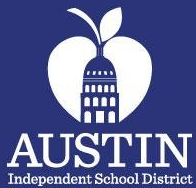
Meeting Minutes
9.12.23 Meeting



Public Comment

Vanessa Santamaría-Dainton





Superintendent Profile and Hiring Process

Trustee Andrew Gonzalez

Superintendent Profile and Hiring Process

[Superintendent Profile and Hiring Process](#)



EAC Meeting Updates

Sachi Edson



Protocols and Procedures

- Public Comment just at the beginning of meeting
- Chat will be muted when presenters are presenting
 - Will be turned on during Presentation Q&A for EAC
- Reflective discussion at end of EAC meeting
 - Time for presenters to listen to questions and comments from EAC members
 - EAC and public send questions that weren't addressed



Office of Equity Update

Office of Equity



Our Team



Farid Razavi, Coordinator
Diana Trimiño, Coordinator
Phyllis Woodley, Executive Administrative Assistant
Sundal Ali, Director
Dr. Stephanie Hawley, Chief Officer

Open Positions
Specialist
Ombudsperson



Our Work

Promote and Support Organizational Change to Improve Staff and Student Experiences and Academic Success*

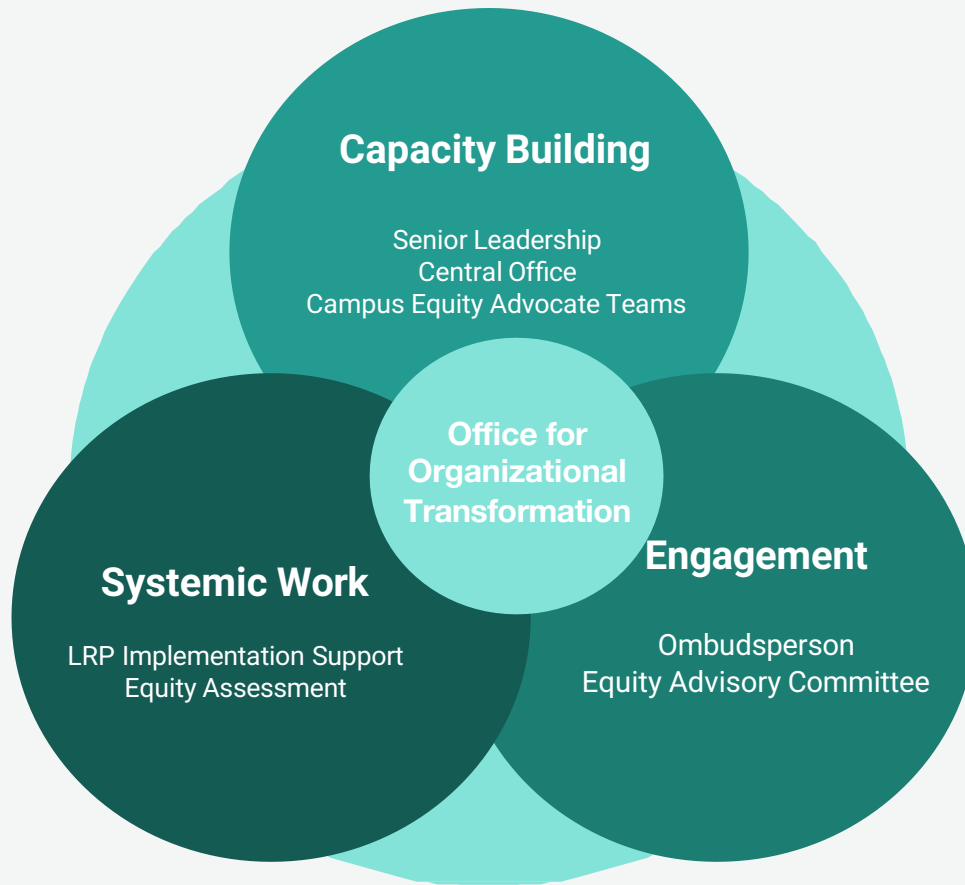
**Focus on students and communities we are underserving*



Why?

We have not changed our systems to provide the conditions for ALL students and staff to learn and thrive, **yet.**





Long Range Plan Update

- Goal: *AISD will ensure equally high outcomes for Black and Brown students, families, and caregivers by disrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children.*
 - **Strategy #9: Create a clear path for families and caregivers to escalate issues at the campus level through a third-party ombudsman.**



Welcoming Ombudsperson Nov. 2023

- Focus on Caregivers and Families
- Expedite Support and Service
- Provide Resources and Explain Policies
- Promote Conflict Resolution and Mediation
- Reduce Complaints and Grievances



Community Input & Measuring Success

Community Input	Measuring Success	Expected Completion Date
<ul style="list-style-type: none">● Public survey on Ombuds Office purpose and role● Field Visits to established K-12 Ombuds Offices● Community Conversation (June 2023) on Ombuds Office	<ul style="list-style-type: none">● Reduction in formal grievances <p><i>*other measures of success will be established once Ombudsperson is hired and their expertise is consulted</i></p>	<ul style="list-style-type: none">● Ombudsperson hired by November 2023● Services begin January 2024



Austin ISD Equity Assessment

Equity Advisory Committee Meeting – October 10, 2023

Introductions



Raifu Durodoye
Senior Research
Associate II
WestEd



David Lopez
Senior Technical
Assistance Specialist
WestEd



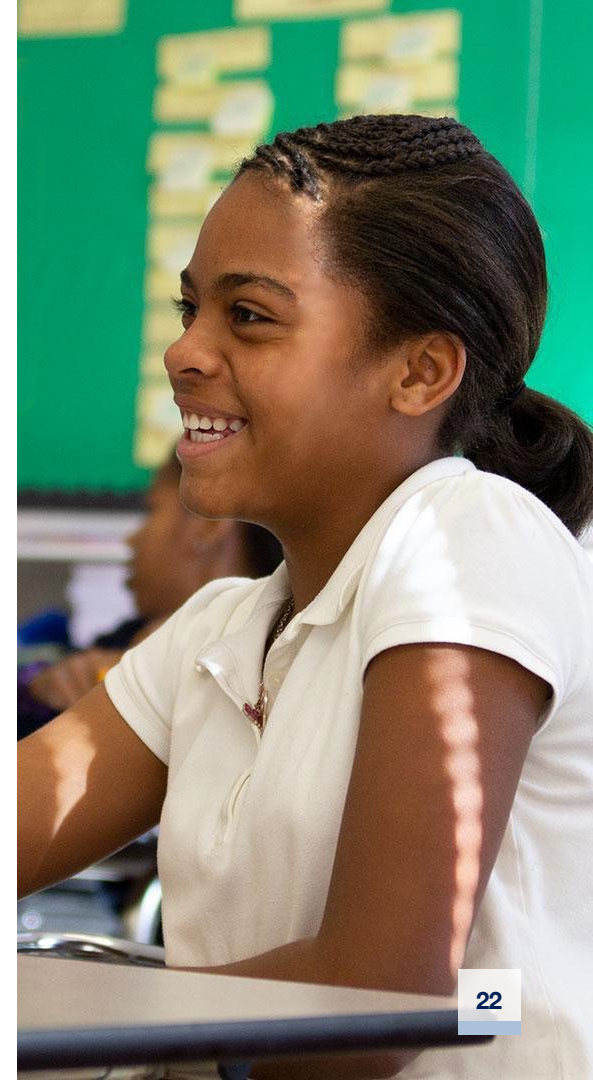
LaCole Fouts
President
Jodon Maclem

AISSD Focus Areas

Student-centered focus area: To what extent do district and campus policies, curricula, systems, and practices affect academic and social well-being outcomes associated with diverse student groups?

Staff-centered focus area: What are the strengths and areas of growth related to the recruitment, hiring, professional development, evaluation, and retention of identity-diverse candidates and employees?

Resource allocation focus area: How do the district's finance and budgetary practices impact student well-being and achievement, employee well-being, and facilities maintenance and management?



Equity Assessment Process

- **Phase I**
 - Document review and data analysis
 - Community meaning-making conversations (MMCs)
 - Focus groups
- **Phase II**
 - Creation of district equity team (DET)
 - Working sessions with DET
 - Root cause analysis, co-led by district and WestEd
- **Phase III**
 - Reporting findings and planning for implementation



Process & General Timeline

• Phase I

- Document review and data analysis
- Community meaning-making conversations (MMCs)
- Focus groups

- **Oct*** – Assessment process overview
- **Oct to Dec** – Community engagement
- **Nov*** – MMCs and progress updates
- **Dec** – Staff focus groups
- **Jan** – School community focus groups

• Phase II

- Root cause analysis

- **Feb*** – Schedule working sessions
- **Feb to April** – Facilitate working sessions

• Phase III

- Reporting and planning for implementation

- **April*** – Implementation plan and reporting

*indicates currently scheduled EAC meetings

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Next Steps: Focus Groups

- Discuss educational practices, services, and experiences with students, parents and families, and educators.
- Collect qualitative data on AISD's three focus areas: student, staff, and resource distribution.
- Engage a diverse group of AISD community members, especially groups that are historically underserved.



Thank you!

Questions?

Contact Us

David Lopez	Project Co-Director & Technical Assistance Lead	dlopez@wested.org
Raifu Durodoye Jr.	Project Co-Director & Research Lead	rdurodo@gmail.com



Equity Advisory Committee (EAC)

LRP Updates

October 10, 2023

Talent Strategy Update

SY 23-24



Goal and Strategy

Goal: Equitable Staffing Practices

Operational Strategy 10: The district should increase pay for teachers and teacher assistants.



Austin ISD Trustees Approve Pay Raises

Benefits-Eligible Employees

\$4

Pay Increase for
ALL Classified Employees
(Aux, IT, NIS, IS, PD, BD)

\$7000

Special Education & Bilingual Stipends for Classroom Teachers
(pending qualifications)

\$3500 Bilingual Stipends for other qualifying positions

7%

Pay Increase for ALL Teachers,
Librarians, Counselors, Instructional
Coaches and other Special Education
Related Services

\$20/hr

New Minimum Pay Rate
for Classified Employees

Midpoint Increase for Administrative Professionals

5% & 3%

for Pay Grades AP1-12

for Pay Grades AP13-16

20%

Increase Base Salary for LSSPs
& Educational Diagnosticians



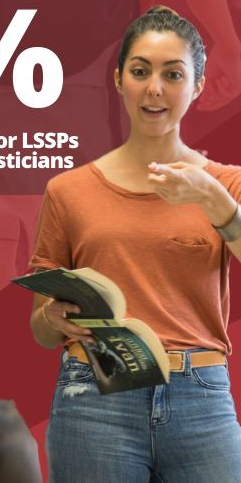
EFFECTIVE 2023-24 SCHOOL YEAR

www.austinisd.org/hc/careers/compensation

APPLY TODAY

www.austinisd.org/hc/careers

5/19/23



Teacher Incentive Allotment



Strategy 10. *The district should increase pay for teachers and teacher assistants.*

- Teacher Incentive Allotment (TIA) Purpose
 - Texas Legislature/House Bill 3
 - Pathway for teachers to earn **six-figure salaries**
 - Attract and retain highly effective teachers at **hard-to-staff schools**
 - *Campuses with highest populations of economically disadvantaged students receive the highest allotments*
 - Effective teachers ensure access to high quality instruction
- “In Progress”.
 - AISD in Cohort F of the Teacher Incentive Allotment
 - Application of our **local system has been approved** at full readiness
 - Currently in Phase 2, the data capture year

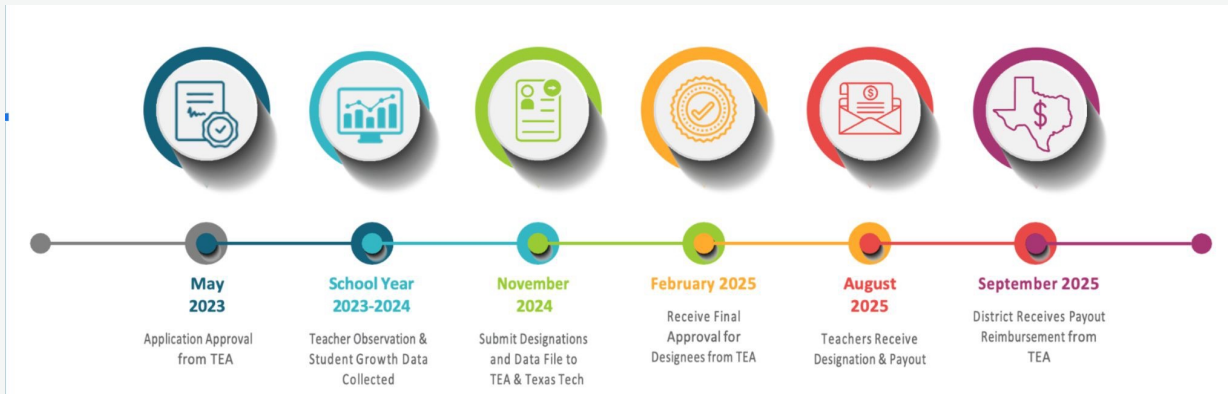


Teacher Incentive Allotment



- If accepted, AISD will evaluate the success of the strategy in the following ways;
 - Distribution of effective/designated teachers on Title 1 campuses
 - Retention of teachers on Title 1 campuses

Timeline for Proposed Completion



Goal and Strategy

Goal: Historically underserved students will have their needs met in an equitable way in their classroom and on their campus

Operational Strategy 11: The district should incentivize new hires to work at schools receiving Title I funds through non-monetary means such as increased planning time, smaller student-teacher ratios, mentoring, extra paid staffing days, allocated campus substitutes to ensure coverage in hard to staff schools, and other strategies that will increase retention.



Hiring and Retention

Strategy 11: The district should incentivize new hires to work at schools receiving Title I funds through non-monetary means such as increased planning time, smaller student-teacher ratios, mentoring, extra paid staffing days, allocated campus substitutes to ensure coverage in hard to staff schools, and other things that will increase retention.

Progress monitored by:

- The number of staff retained year over year on Title I campuses
- Vacancies per campus
- Substitute fill rates



Hiring and Retention

- Staffing ratios now include additional weights for campus % of Economically Disadvantaged and Emergent Bilingual students. Minimum thresholds in place for small campuses.
- Applicant pools
- Instructional Coaches on all Title I campuses
- Recruitment and staffing events prioritize Title I campuses
- Close monitoring of campus vacancies
- Incentives for substitutes to serve on Title I campuses

Timeline: Ongoing



Goal and Strategies

Goal: Historically underserved students will have their needs met in an equitable way in the classroom and on their campuses.

Operational Strategy 12: The district should develop a long-term strategy to address special education teaching vacancies.

Operational Strategy 13: The district should develop a leadership pathway program that supports internal leadership development for educators who seek district-level professional roles outside of administration.



Strategy 12: Special Education Teaching Vacancies

Planning

Supporting Effective Educator Development (SEED) Grant

Talent Development is building a pathway in which paraprofessionals in AISD will have a supported opportunity to earn a teacher certification.

Instructional Coaching

Implementing

- 80 Instructional Coaches who serve Title I schools in AISD.
- Job-embedded retention approach designed to support teachers for improved student outcomes.

If you could change anything about working at your district, what specific changes would you make?

“More opportunities for scholarships for TA’s”

- Panorama, 2023



Strategy 13: Leadership Pathway Program

Implementing

Central Office Leadership Pathway

Talent Strategy piloted our first COLS in SY 22 - 24. As an expansion to the central office professional learning, Coaching Connections Series for campus and district leaders launched in September.



Goal and Strategy

Goal: Provide on-demand access to relevant training and procedures for all AISD staff.

Operational Strategy 2: Collaborate with the professional learning team, academics, technology, and any other appropriate organization to create standardized, pre-scheduled, on-site training seminars for faculty requiring additional assistance/training and effectively communicate with campuses to maximize attendance.



Implementing



- Refine and improve the newly launched in-person Onboarding for all employees, device rollout, training and required on-demand PL
- Office Staff PL (RENEW) launched in August
- Campus Security Monitor PL in partnership with SEL and CP&I launches in October



Looking Ahead

Professional Learning is using the Start, Stop, Continue benefit analysis protocol to execute a 2 year plan to phase in high yield professional learning experiences.





EAC Reflective Discussion

Sachi Edson

Considerations

- What did we hear?
- What didn't we hear that we think might be relevant?
- What do we think about the dilemma/question?
- What options might be possible?





Optimistic Closure and Adjournment

Vanessa Santamaría-Dainton