



## ACADEMIC SUPPORTS FOR STUDENTS

### Community-Wide

- A mentoring network called “Bring Back the Village” is being organized to provide school speakers, tutors, mentors, and more. To be part of the solution, visit <https://tinyurl.com/bringbackthevillage>.

### Elementary Schools

- In grades K–4, in-school specialists and volunteers such as Book Buddies or JABA’s Friends in Schools Helping (FISH) program work with students on specific skills in small groups or individually as needed.
- Our after-school program Extended Bridges to Learning is funded by a state grant to help students gain confidence in literacy.

### Walker/Buford

- In the middle grades, we continue to offer in-school tutoring through our staff specialists and community volunteers from U.Va., America Reads, and others.
- At Buford, teachers are available during STRIVE time and after-school.

- Outside groups such as Abundant Life or City of Promise offer additional assistance to students from their neighborhoods.

### Charlottesville High School

- The WALK program has a strong track record of helping students who are at risk of not graduating.
- Lugo-McGinness Academy is a separate learning center for high schoolers who need individualized attention in a trauma-responsive setting.
- Academic assistance is provided during Black Knight Time, before and after school, and during scheduled Saturday Academic Success events designed to answer questions, offer test re-takes, and help students catch up.
- Tutoring is available in several ways. Aside from visiting teachers, peer tutoring is available, Madison House from U.Va. supplies tutors, and the AVID program has additional resources. For instance, U.Va. tutors host “office hours” after school on Wednesdays, Thursdays, and Fridays.



# EQUITY

## WITHIN CHARLOTTESVILLE CITY SCHOOLS

Charlottesville City Schools serves 4,500 students who are economically, racially, and ethnically diverse, and we want each of them to succeed. This is made possible by a culture of respect, high expectations, and mutual support.

After a season of listening during the 2018–19 year, we have created four focus areas to move our school division beyond decades of good intentions into a new era of positive impact.

**Every Learner. Every Day. Everyone.**

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[charlottesvilleschools.org/equity](http://charlottesvilleschools.org/equity)

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## Goal 1 Supported/Supportive Staff

This includes diversifying our staff and equipping our educators to succeed and help all students succeed. Examples include:

- Thirty percent of this year's instructional hires were people of color, and we are actively building out ways to support these new teachers—and all our teachers.
- We have revised our mentorship program for teachers who are new to our division, and we have also updated our model for instructional coaching so that our teachers get the supports they need as they in turn support our students.
- All administrators and instructional staff have completed implicit bias training, but this work is not one-and-done. Through additional professional learning, book studies, staff meetings, personal reflection and more, we are developing a culture of growth, mutual respect, and cultural competence.



## Goal 2 Diverse, Inclusive, and Rigorous Learning Experiences

Let's embrace our diversity—in classrooms' student composition and in richly varied and challenging learning activities.

- This year, we redesigned our gifted program to bring the creativity and challenge of gifted education not just to a select few, but to all our elementary students.
- Walker, Buford, and CHS are expanding the honors-option program developed at CHS. These courses allow different students in the same classroom to elect standard-level or honors-level credit for the course, depending on the student's choice in the complexity and rigor of the readings and assignments. This promotes greater equity and diversity within a given classroom, which benefits all students.
- Our social science teachers are working with Jefferson School African American Heritage Center, Virginia Humanities, and other partners to include more diverse and local perspectives and stories in our history classes.



## Goal 3 Growing Relationships/Community

As we help our staff and students feel connected, supported, and safe, we will learn from one another for our mutual gain.

- Mental wellness and social-emotional learning remain priorities for our school division. CHS was a national leader in implementing the Teen Mental Health First Aid program, and our commitment to social-emotional learning has also earned acclaim. In preK through grade 1, we now teach social-emotional skills alongside reading and math.
- Restorative justice is an increased focus in our schools. In the last decade, we've reduced suspensions by 80 percent.
- Improved school culture is good for everyone—and it's fun, too. The energy and excitement are contagious at our elementary schools' school-wide monthly meetings.



## Goal 4 Equity Foundations

We want to be systematic and proactive as we make positive change. Let's follow—and establish—best practices.

- This December, our School Board approved an equity and an anti-racism policy for our school division. These policies will guide our current and future work and decision-making.
- We have re-convened our division's equity committee and established school-based equity councils to help explore our next steps.
- We are part of the 2019–20 cohort for the Racial Equity Leadership Network, and we are having ongoing conversations with other groups and potential partners.

### FOR MORE INFORMATION:

Please visit [charlottesvilleschools.org/equity](http://charlottesvilleschools.org/equity). Together, let's work to make positive change in our community.

## What about DATA?

We're working to determine the best set of indicators that will show our progress and needs. This sounds simple, but in a world of changing tests, evolving tools, and unintended consequences, it is not. So this spring, we will be thoughtfully exploring our top goals and the best way to measure them. Have questions or ideas? Join us for a Community Conversation on Equity (see next page).

## HOW can I help?

We want to hear from you.

Join us for one of our Community Conversations on Equity. Childcare will be available.

2/24 • 6pm, CHS

2/25 • 6:30pm, Friendship Court

2/26 • 6:30pm, Boys & Girls Club (Cherry Ave.)

2/27 • 12pm, City of Promise