Racial and Social Justice Commission Update

Loree Williams

Prince William County School Board Member, Woodbridge District

March 18, 2021

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PWCS Overview

- 35th Largest School Division in U.S.
- Current enrollment approximately 88,700
- 93% On-time High School Graduation
- Forbes ranked #11 Best Employer in Virginia (highest ranked School Division)
- 100 Schools and Centers
- ~11,500 Students with Disabilities
- ~24,800 English Learners
- 31 Title I Schools
- 37 Schools host PreK Programs
- Overall Operating Budget of $1.2 billion

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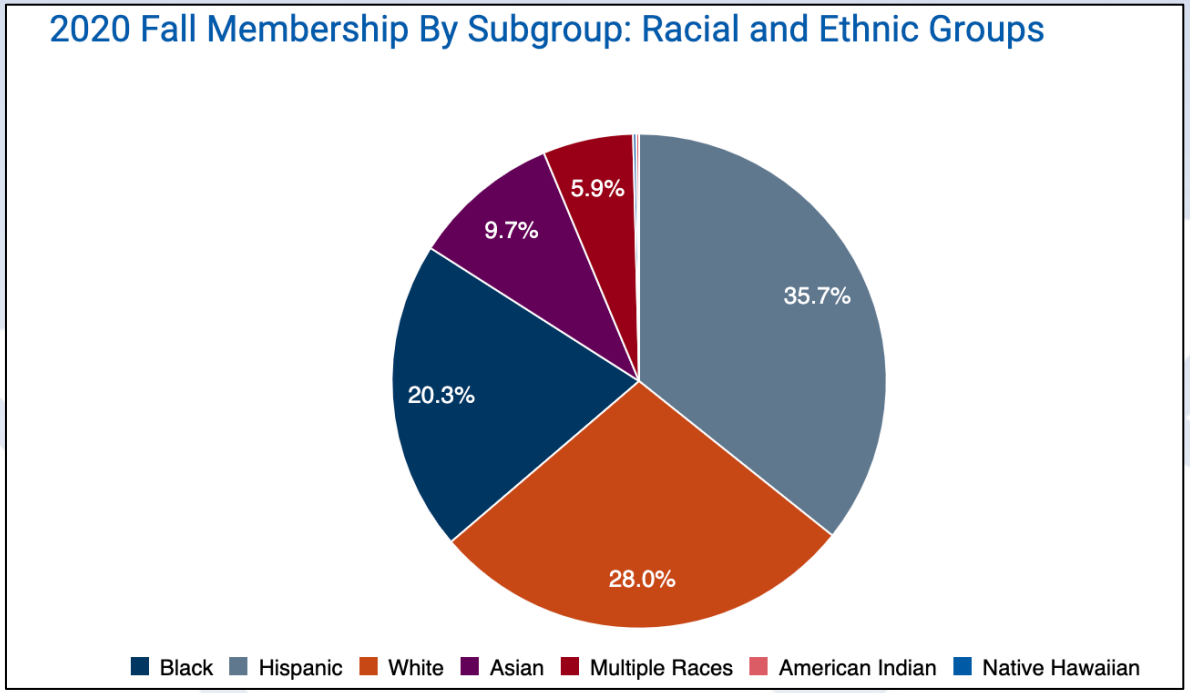
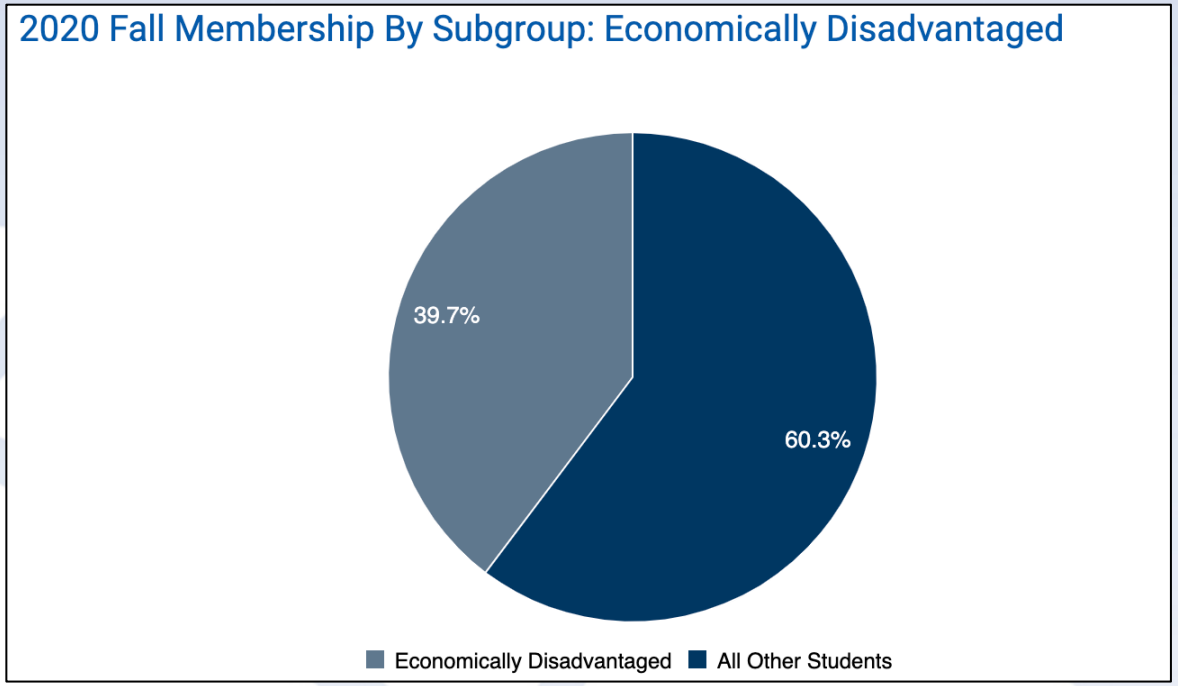
PWCS Overview





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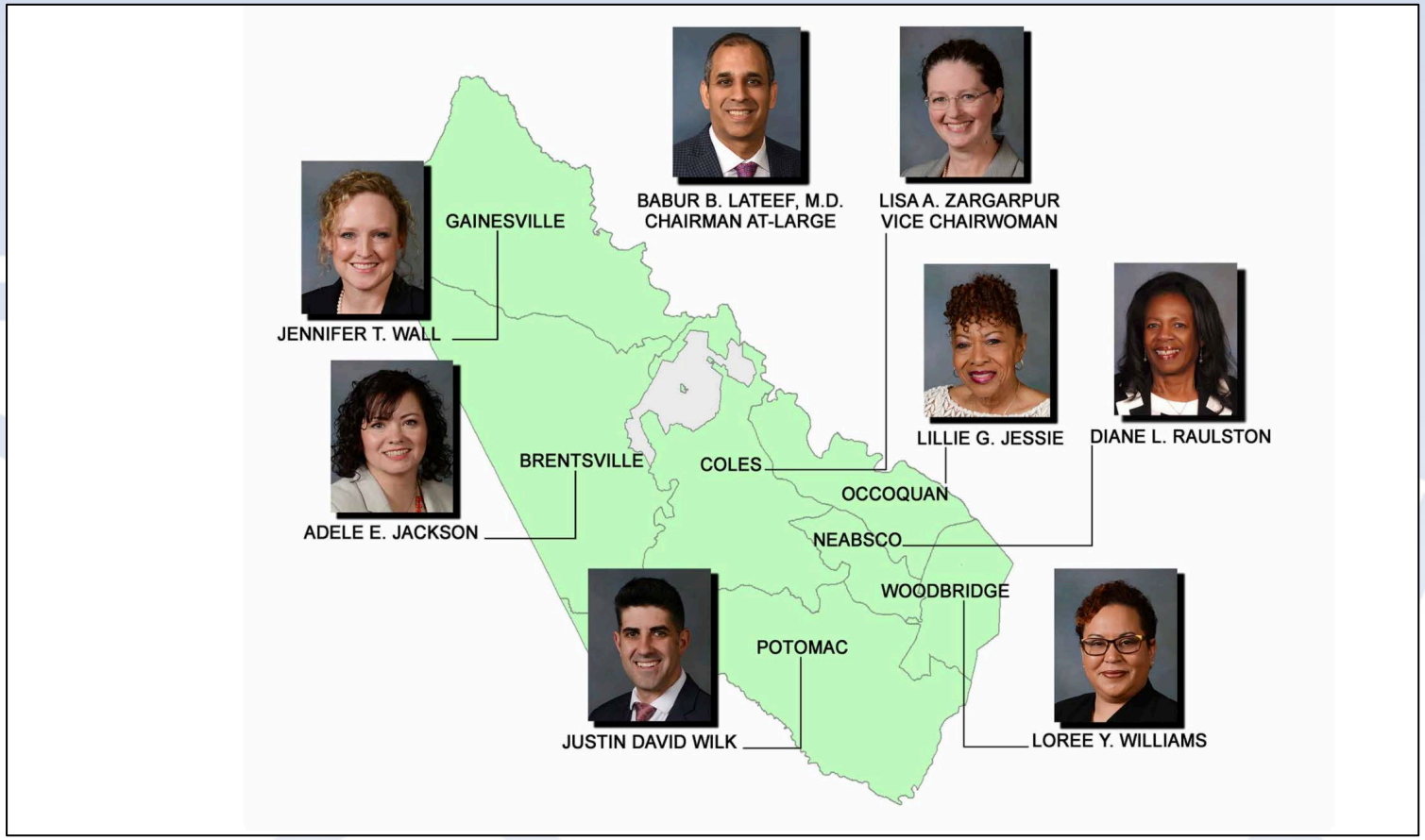
PWCS Organizational Structure



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PWCS Organizational Structure

Dr. Steve Walts
Superintendent

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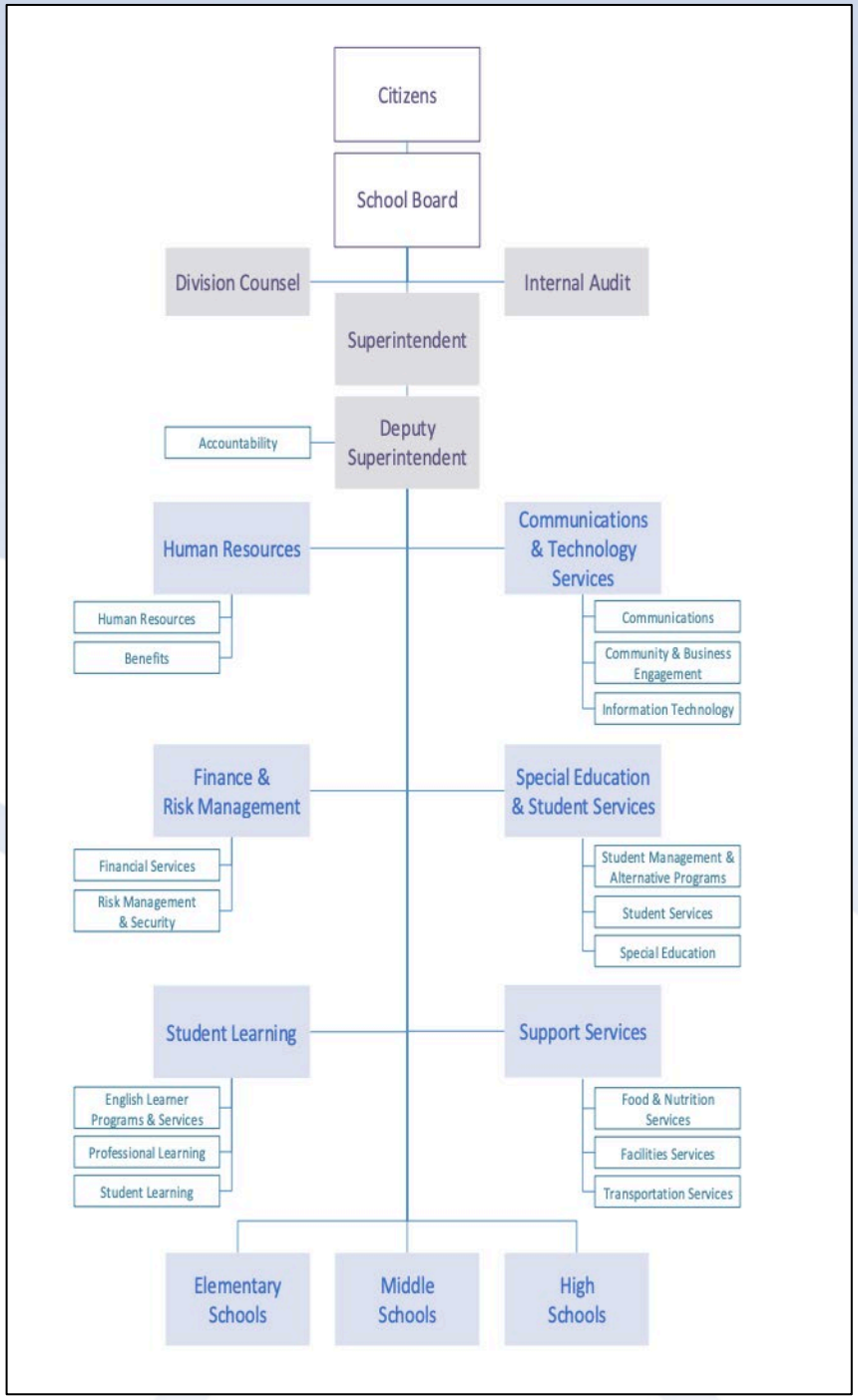

Site-based Management Overview

- The Superintendent works closely with the Deputy Superintendent and the associate superintendents to oversee the day-to-day operations of the schools and support services.
- Principals and support department heads report to the associate superintendents.
- The School Division operates under a site-based management philosophy.
- Schools and departments have significant authority to plan and budget resources to meet the Division's goals and objectives.
- Each school and department is accountable for successfully meeting goals and objectives of the Division.

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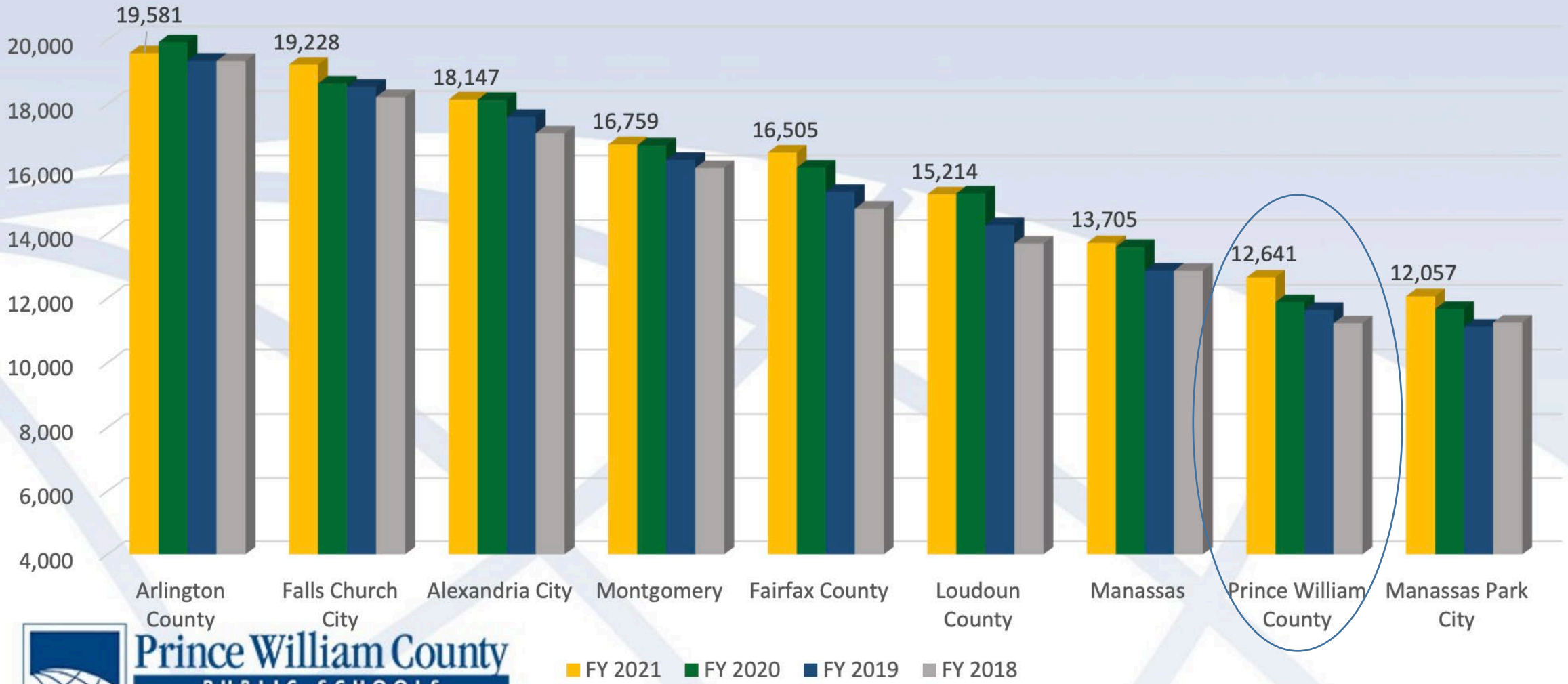
Cost per Pupil
FY 2018-2021



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Source: FY 2021 WABE Guide

Workforce Demographics

Overall, 29.5% of certified staff in PWCS are minority for the 2020 school year. PWCS, 29.5% of certificated employees are minority, of which 14.1% are Black and 9.9% are Hispanic.

In Virginia, 18% of all certificated employees statewide are minority of which 12% are Black and 3% Hispanic, the remaining 3% other.

Nationally, 22% of certificated employees are minority of which 9% are Black and 10% are Hispanic, the remaining 3% other.

PWCS continues to be above the state and national average. We will continue to increase our diversity each year.

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PWCS Staff Demographics

2020-21													
Staff Demographics as of Sept 30, 2020	White		Asian		Black		Hispanic		Two or More		Total Minority		Total
Administrators	403	69.8%	10	1.7%	109	18.9%	39	6.8%	16	2.8%	174	30.2%	577
Classified	1498	42.5%	279	7.9%	533	15.1%	1156	32.8%	45	1.3%	2028	57.5%	3526
Instructional Personnel	5167	74.8%	177	2.6%	849	12.3%	557	8.1%	135	2.0%	1741	25.2%	6908
Support Professional	70	72.2%	TS	TS	13	13.4%	TS	9.3%	TS	TS	27	27.8%	97
Teacher Assistants	390	56.4%	49	7.1%	107	15.5%	131	19.0%	12	1.7%	301	43.6%	691
All Employees	7528	63.8%	518	4.4%	1611	13.7%	1892	16.0%	209	1.8%	4271	36.2%	11799

Additional information on student and staff demographics can be found here:
Equity Scorecard Student and Staff Demographics

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Recruitment, Hiring, Promotion

- PWCS uses a standards-based approach to monitor performance.
- PWCS Professional Educator Performance Standards, aligned with the Virginia Guidelines, were crafted to provide clear and defined standards for the performance of professional educators.
- These standards shall be used in the supervision and evaluation of all professionals.
- Each professional educator standard is defined by key elements.

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PWCS Curriculum and Professional Learning *A Culturally Competent and Anti-Racism Framework*

- All newly hired professional educators and administrators participate in **Creating Opportunities Through Relationships (COR)** Modules in collaboration with the University of Virginia.
- The Office of Professional Learning (OPL) team, in collaboration with national consultant Dr. Lisa Williams have written the curriculum and professional learning that is being implemented. The curriculum and professional learning in PWCS have a culturally competent and anti-racism framework. Typically, these frameworks would focus on one of these topics.
- Modules and training materials are completed, and professional learning is phased in through these levels: **Level 1- On-Boarding**, **Level 2- Pre-Competence**, **Level 3- Competence** and **Level 4 - Proficiency** to provide implementation and offer a scaffolded approach to readiness and learning.
- These materials, resources, and professional learning are customized to the unique needs assessed for our community.
- The OPL team is focused on building the capacity of stakeholders in the Division through turn-around-training for five curriculum specialists and culturally aware and responsive educators (CARE) in all schools in PWCS.

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PWCS Curriculum and Professional Learning
A Culturally Competent and Anti-Racism Framework

Overview

Level 1 - On-boarding - Establishing vocabulary; creating "safe" and inclusive spaces for the work of cultural competency development and anti-racism

Level 2 - Pre-Competence - Understanding micro aggressions, bias, and marginalizing practice. What are the things we should know, be aware of, or interrupt within these spaces?

Level 3 - Competence - Applying our knowledge and understanding. How do we use data to drive culturally competent and anti-racism practice(s)?

Level 4 - Proficiency - Extending our knowledge, understanding, and experiences. How do we use organizational structures to institutionalize culturally competent and anti-racism practice(s)?

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SRO Program

- Long-term collaboration between PWCPD and PWCS for over 40 years.
- SRO unit is comprised of one SRO for each MS and HS and supervised by one lieutenant and four sergeants.
  - Includes an SRO at The Nokesville School and two SROs at Independence Nontraditional School.
- SROs investigate criminal matters involving school-related activities and provide staffing for certain after-school activities.
  - SROs do not enforce or become involved in Code of Conduct violations.
- SROs act as role models for students, promote positive behavior, and are considered a part of the school administrative team.
- SROs receive certification training from the Virginia Center for School and Campus Safety.
- The SRO unit acts as educators regarding juvenile law or by presenting Virginia Rules curriculum upon request.
  - Virginia Rules are state curriculum modules regarding laws and other topics that affect students.
- SROs assist the school in creating and maintaining a safe school environment and take an active role in crisis response.

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Legal Framework for Pupil Assignment Plans

- School Board obligation and authority to redistrict school boundaries or adopt reassignment plans whenever such procedure will contribute to the efficiency of the school division. Va. Code § 22.79 (4)
- School Board required to hold prior public hearing before adoption and to develop policies and regulations implementing the process for reassignment plans. Va. Code §§ 22.1-78 and 22.1-79 (8)
  - School Board Policy 264 and Regulation 264-2
    - Balance enrollments at affected schools; consider demographic balance; avoid splitting small neighborhoods; consider efficiency of transportation and minimizing travel for students
    - Boundary process includes public input (committees, public meetings)
    - School Board has ultimate authority to set school attendance boundaries
    - Office of Facilities Services holds community meetings to gather input from the public regarding proposed school boundaries
    - School Board holds a public hearing prior to establishing school boundaries

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Laws Governing Pupil Reassignment or Redistricting Plans

Equal Educational Opportunity Act, 20 U.S.C. § 1701

- All children enrolled in the public schools are entitled to equal educational opportunity without regard to race, color, sex, or national origin; and
- **the neighborhood** is the appropriate basis for determining public school assignments.
- **Equal Protection Clause of the 14th Amendment to the U.S. Constitution**
- Plan must be facially neutral, i.e., **assign students by neighborhood or geographic area,** rather than race, national origin, etc.
- May not assign a specified percentage of a particular student group merely because of race or ethnic origin. "Outright racial balancing is 'patently unconstitutional.'" *Parents Involved in Community Schools v. Seattle School Dist. No. 1*., 551 U.S. 701, U.S. Supreme Court (2007).
- However, school divisions may pursue diversity "by drawing attendance zones with general recognition of the demographics of neighborhoods."
- "The Constitution imposes no duty on school officials to correct segregative conditions resulting from factors over which they have no control, such as residential patterns."
- However, "in the administration of public schools . . .it is permissible to consider the racial makeup of schools and to adopt general policies to encourage a diverse student body, one aspect of which is its racial composition." *U.S. v. Alamance-Burlington Bd. Of Educ*., 640 F. Sipp. 2d 670 (M.D.N.C. 2019)

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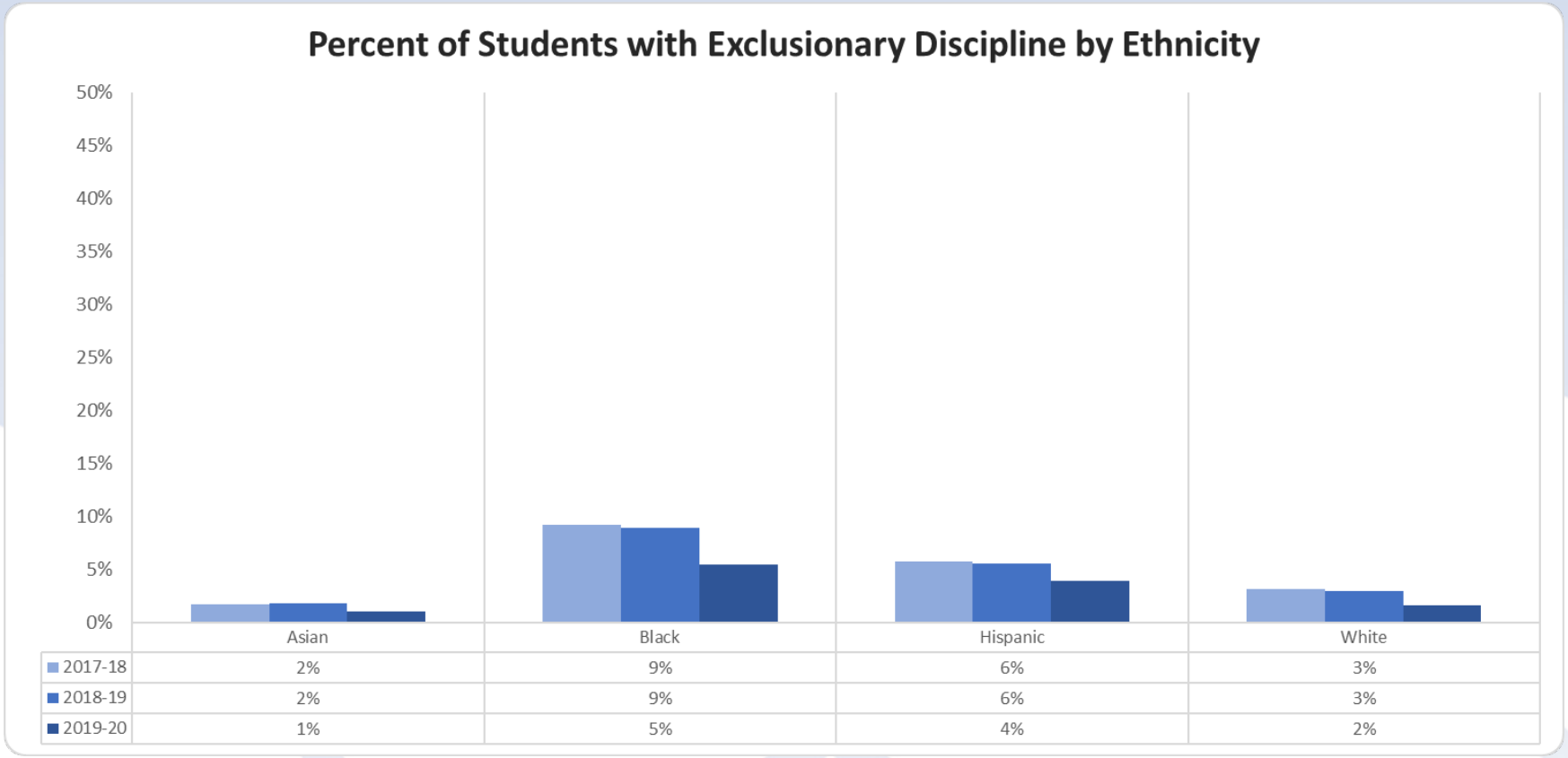
Exclusionary Discipline



	Asian	Black	Hispanic	White
2017-18	2%	9%	6%	3%
2018-19	2%	9%	6%	3%
2019-20	1%	5%	4%	2%

- Complete discipline data can be found on PWCS website [Equity Scorecard Discipline Data]
- Exclusionary Discipline compares all unduplicated students in a school during any part of the school year with all unduplicated students in a school during any part of the school year that have received one or more in-school suspension or out-of-school suspension.
- Exclusionary discipline includes any disciplinary action (ISS, OSS) that removes the student from the expected instructional environment.

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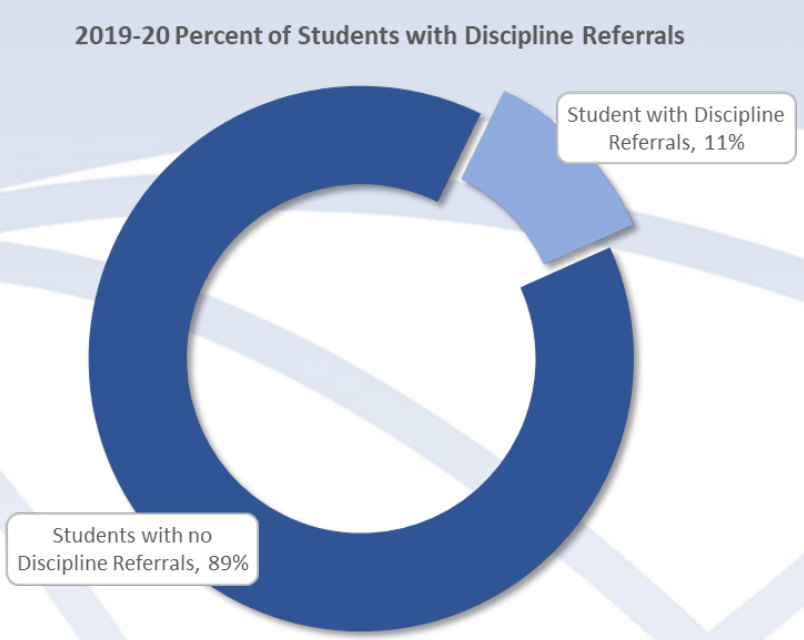
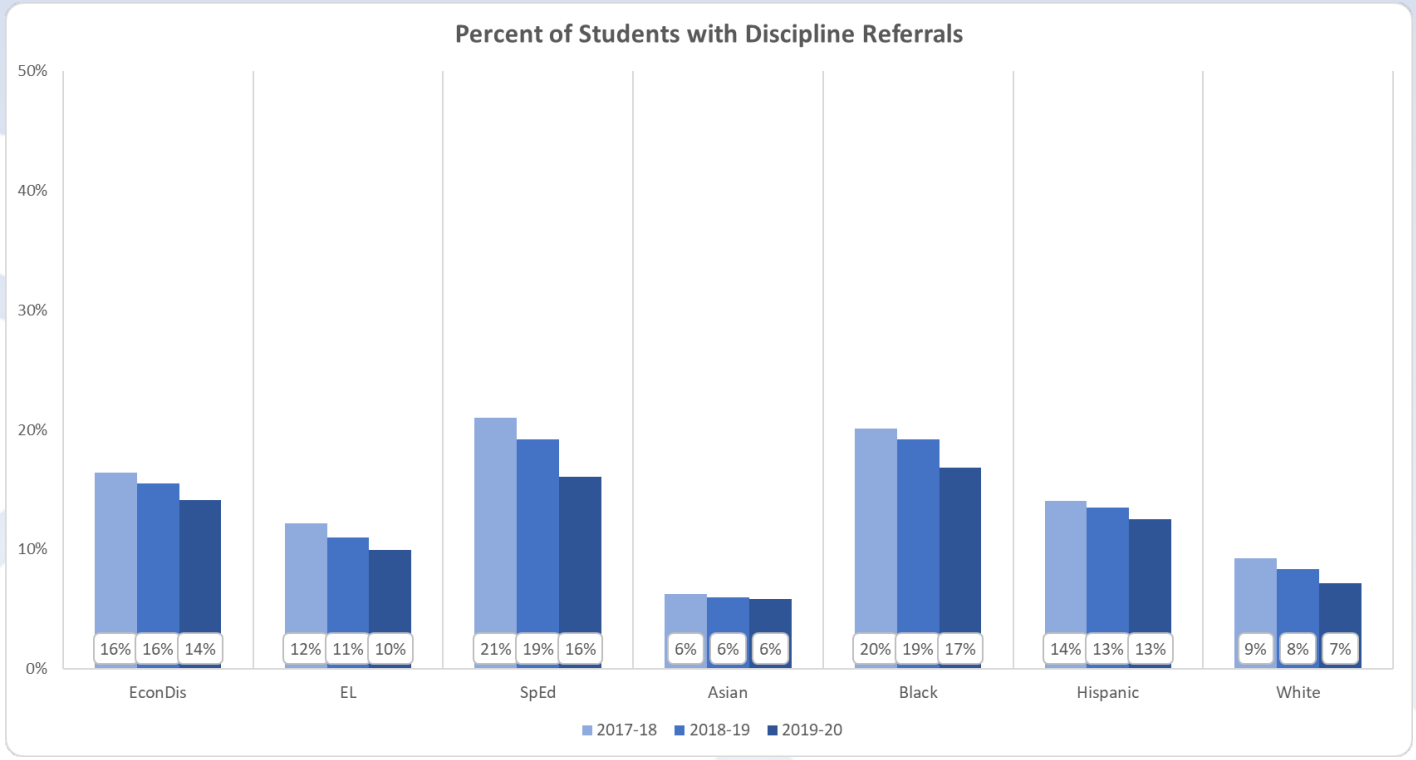
Discipline Referrals





**Axis Adjusted to 50%

Additional information on discipline can be found here:
[Equity Scorecard Discipline Data]

Specialty Programs

- Specialty programs focus on career exploration, subject area concentration, and college/university preparation.
- Prince William County Public Schools provides excellent opportunities for students in elementary, middle, and high school to explore a wide variety of special programs in our schools.
- These specialty programs give students the chance to investigate careers ranging from building trades to advanced computer science.

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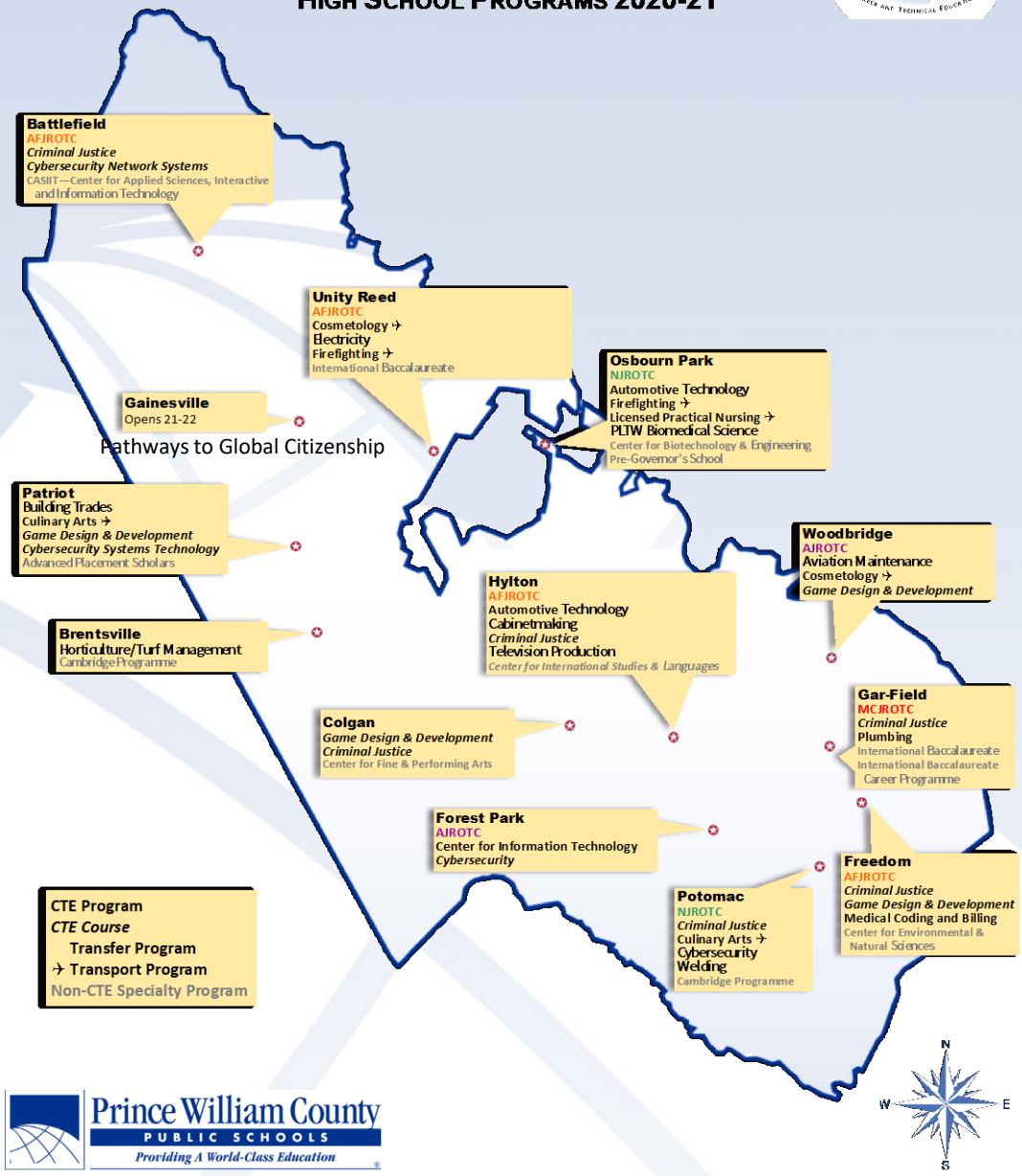
PRINCE WILLIAM COUNTY PUBLIC SCHOOLS
CAREER & TECHNICAL EDUCATION
HIGH SCHOOL PROGRAMS 2020-21



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Rev. 3.2021

Specialty Programs

Elementary Specialty Programs

[World Languages Program](#)
Enterprise Elementary (Spanish)
Lake Ridge Elementary (French)
River Oaks Elementary (Spanish)
Signal Hill Elementary (French)
Tyler Elementary (Spanish)

[Mathematics and Science Program](#)
Belmont Elementary
Sudley Elementary

[International Baccalaureate Primary Years Programme](#)
Antietam Elementary
Buckland Mills Elementary
Ellis Elementary
Mullen Elementary
Rosa Parks Elementary

[Traditional School Program](#)
Pennington School
Porter School

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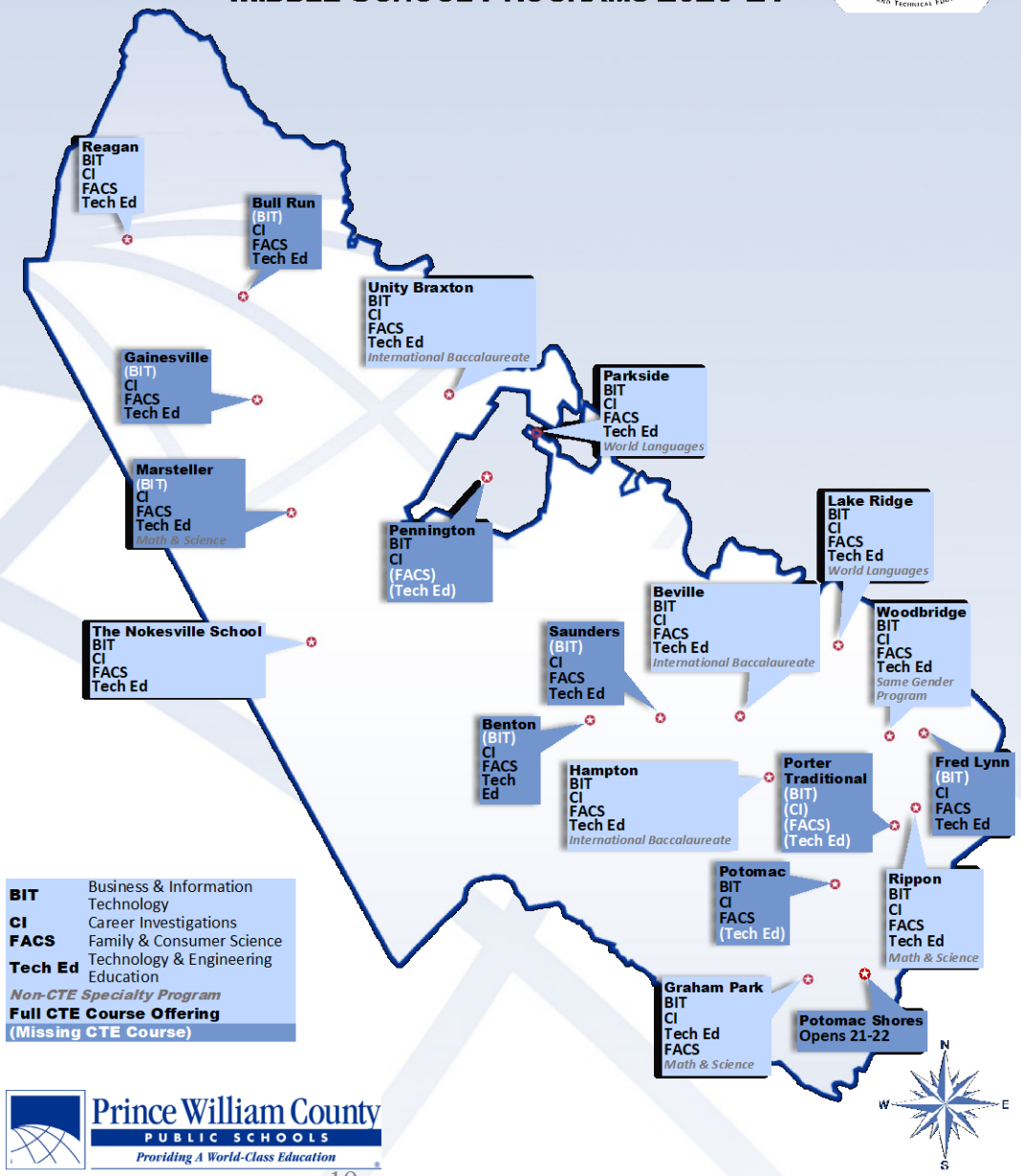

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Rev 3.2021

Dual Enrollment

What is dual enrollment?

- Dual enrollment is an early college program allowing eligible high school students to simultaneously earn credit toward their high school graduation while also earning college credits.

Who can take a dual enrollment course?

- Generally any student who meets the following criteria may take certain dual enrollment courses offered through Northern Virginia Community College (NVCC) and PWCS:
- 11th or 12th Grade standing
- 16 years of age
- Place into college level MATH and ENGLISH courses by receiving a passing score on the Placement Test or an accepted substitute

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Dual Enrollment Options 20-21 School Year

•Biology II: Survey of Advanced
•Topics in Biology
•Computer Networking I, II, III, and IV - Hardware Operations (CISCO)
•Cybersecurity Network Systems
•Cybersecurity Systems Technology I and II
•Criminal Justice II
•Early Childhood Education Services I and II
•English College Composition 12
•Entrepreneurship
•IB Business Management (SL)
•IB Biology (HL)
•Intro to Speech Communications
•IT Database Design and Management (Oracle)
•IT Database Design and Management Advanced (Oracle)
•IT Fundamentals
•IT Programming, Advanced
•IT Web Technologies
•IT Web Technologies, Advanced
•PreCalculus with Trig for AB
•Multivariable Calculus
•Photography I
•SOL English College
•Composition 11
•Survey of World Literature 12
•Virginia Teachers for Tomorrow (through Shenandoah University)
•US/VA Government
•US/VA History
•Welding I, II, and III

School Performance

- Prior to pandemic 100% PWCS schools state accredited
- Annual accreditation is waived for all Virginia public schools for the 2020-21 school year due to the cancellation of spring 2020 state assessments.
- School by school data on performance available at:
  - https://schoolquality.virginia.gov/

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