



**HAMILTON**  
COUNTY  
SCHOOLS

# Hamilton County Schools Equity Moves

## Chattanooga, TN

Dr. Marsha Drake, Chief of Equity

Hamilton County Schools will  
be the **fastest-improving**  
school district in Tennessee!

# Future Ready 2023

**EQUITY** IS A THREAD THAT RUNS THROUGH OUR ENTIRE STRATEGIC PLAN!

Accelerating  
Student  
Achievement



Future  
Ready  
Students



Great Teachers  
& Leaders



Engaged  
Community



Efficient  
& Effective  
Operations





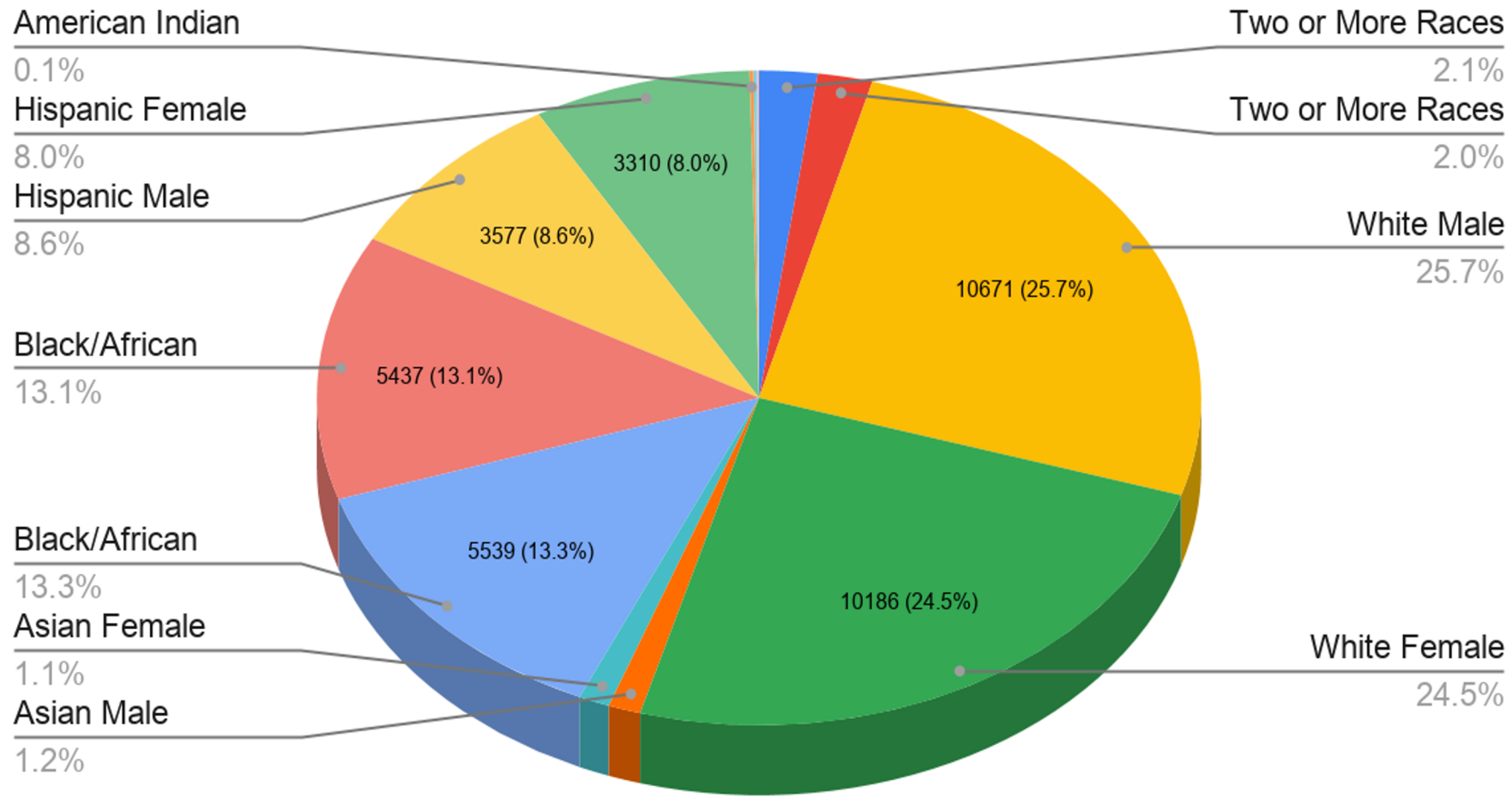
Hamilton County Schools  
will create **pathways to  
bright futures for *all*  
students** in our  
community by equipping  
them with the **skills,  
knowledge and supports**  
required to realize their  
**full potential!**



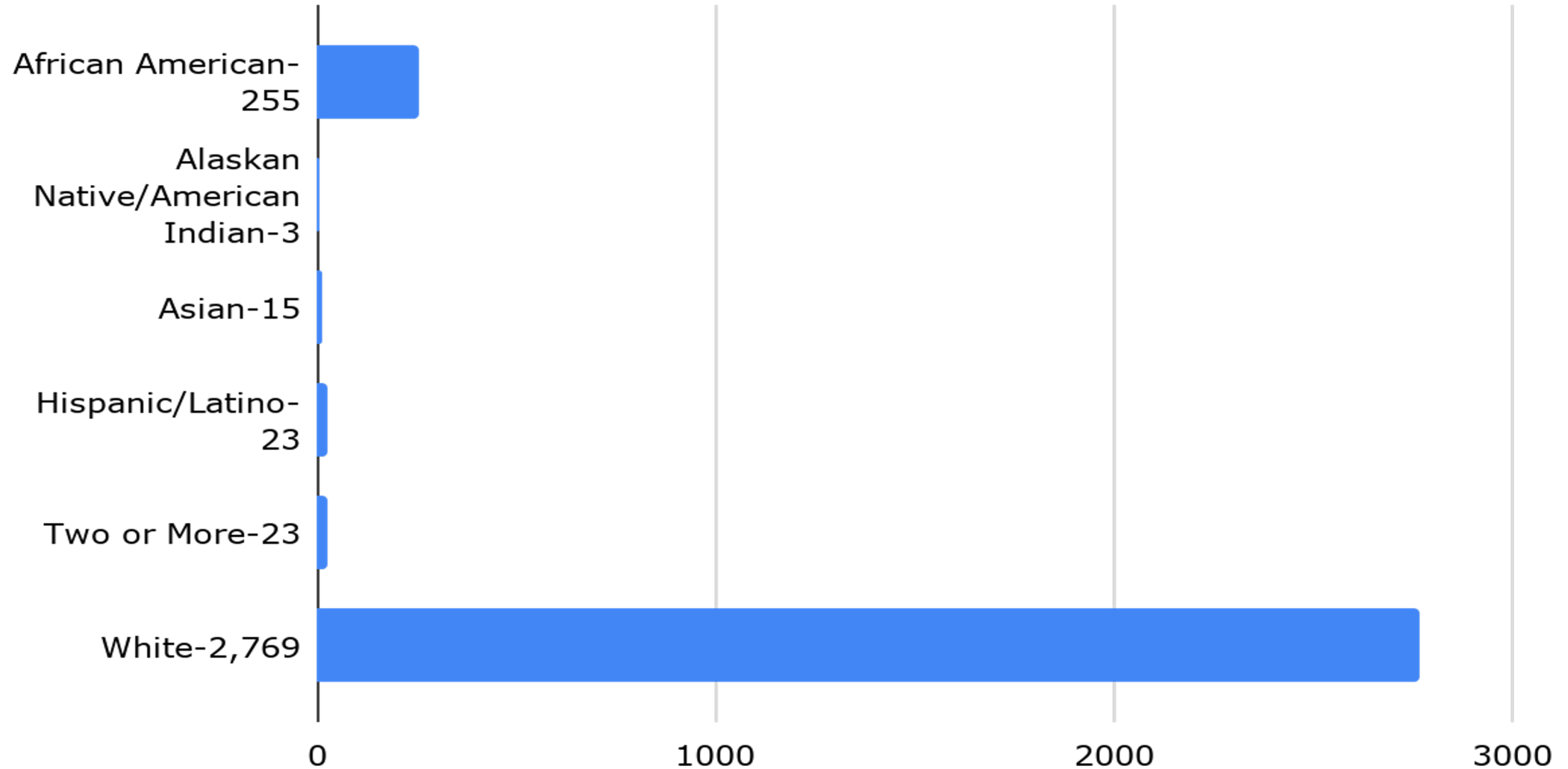
# Why?



# HCS Student Ethnicity 20-21



# Teacher Ethnicity HCS

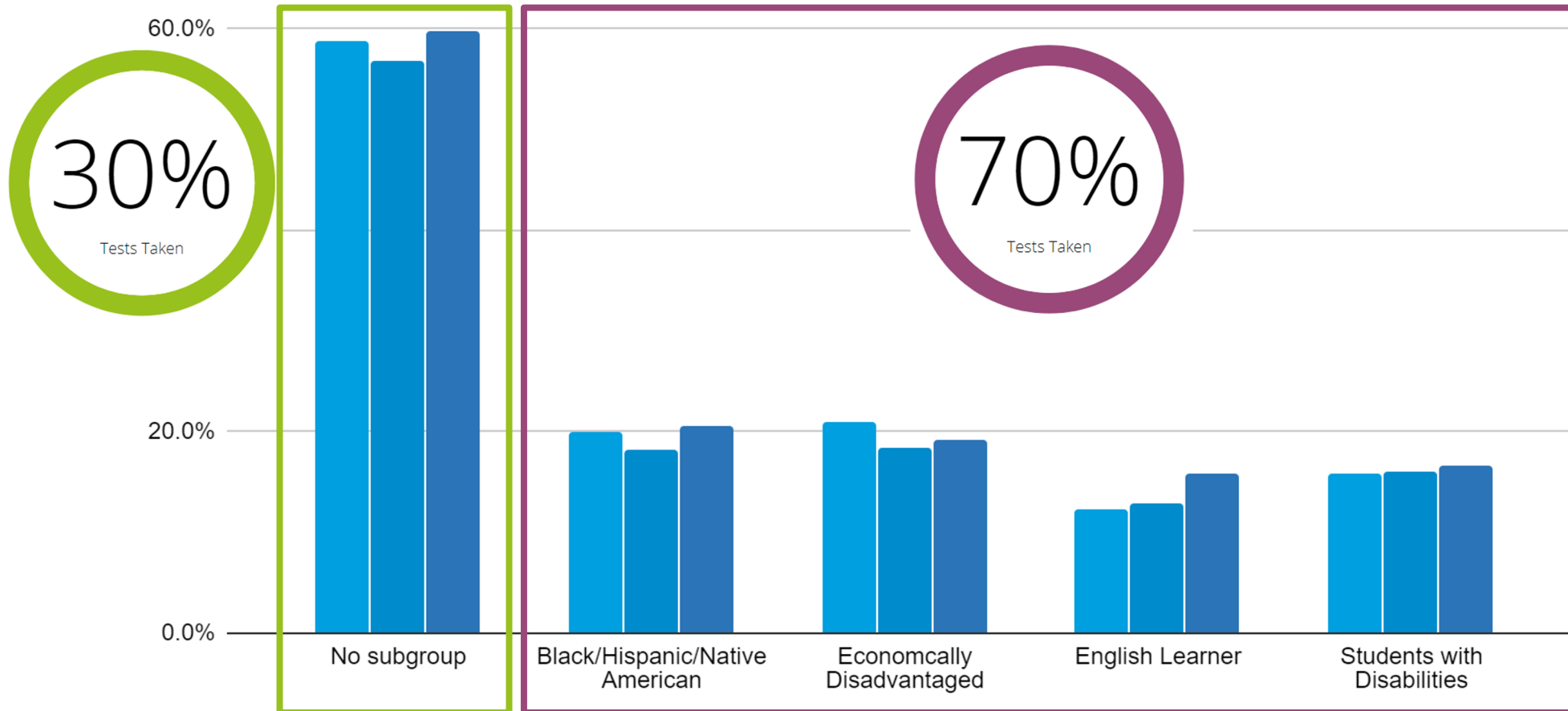


# Subgroup Performance Drives FR2023 Goals

## Hamilton County Schools - State Test Proficiency Rate

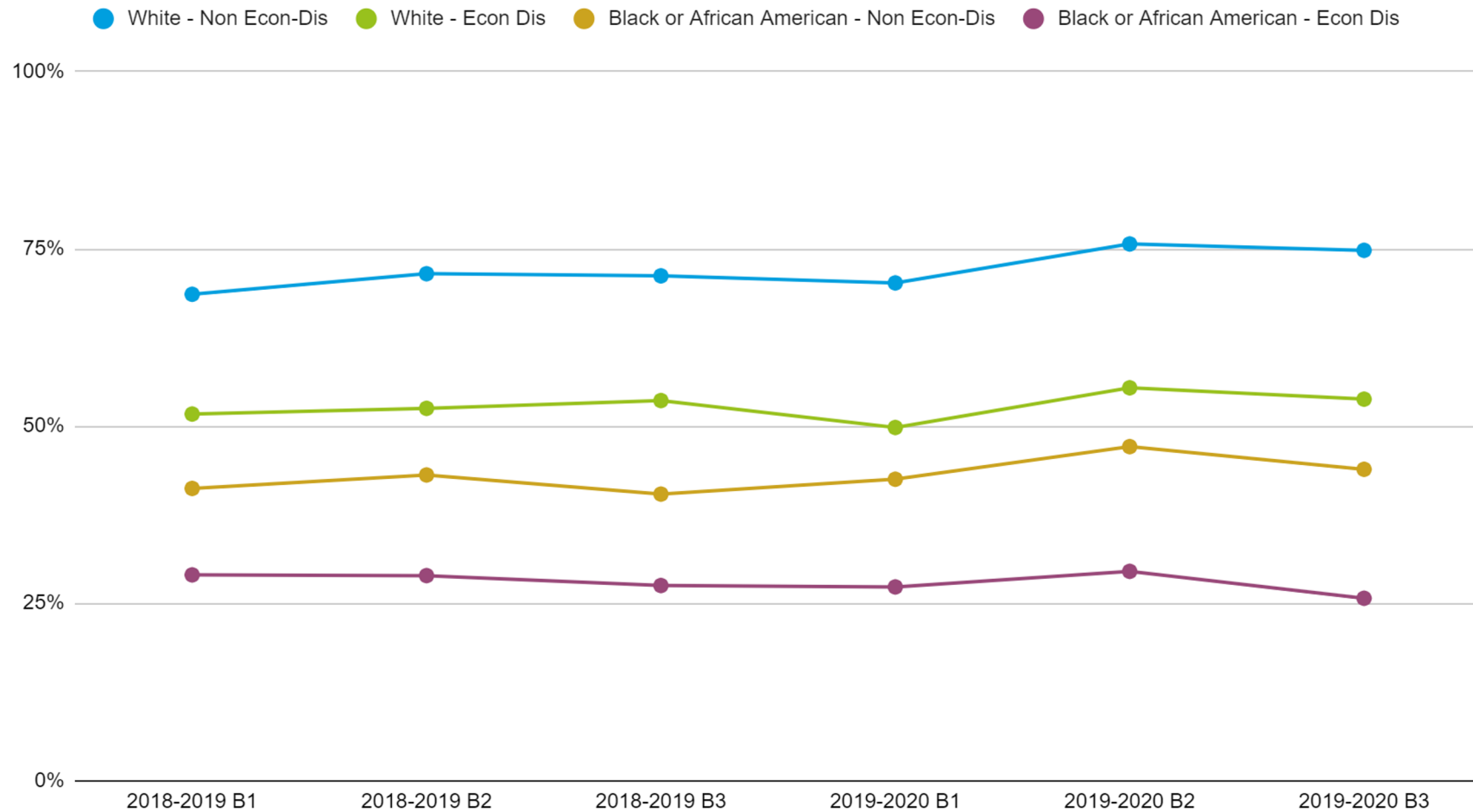
All tests taken | Percent On-Track or Mastered by Subgroup

16-17 17-18 18-19



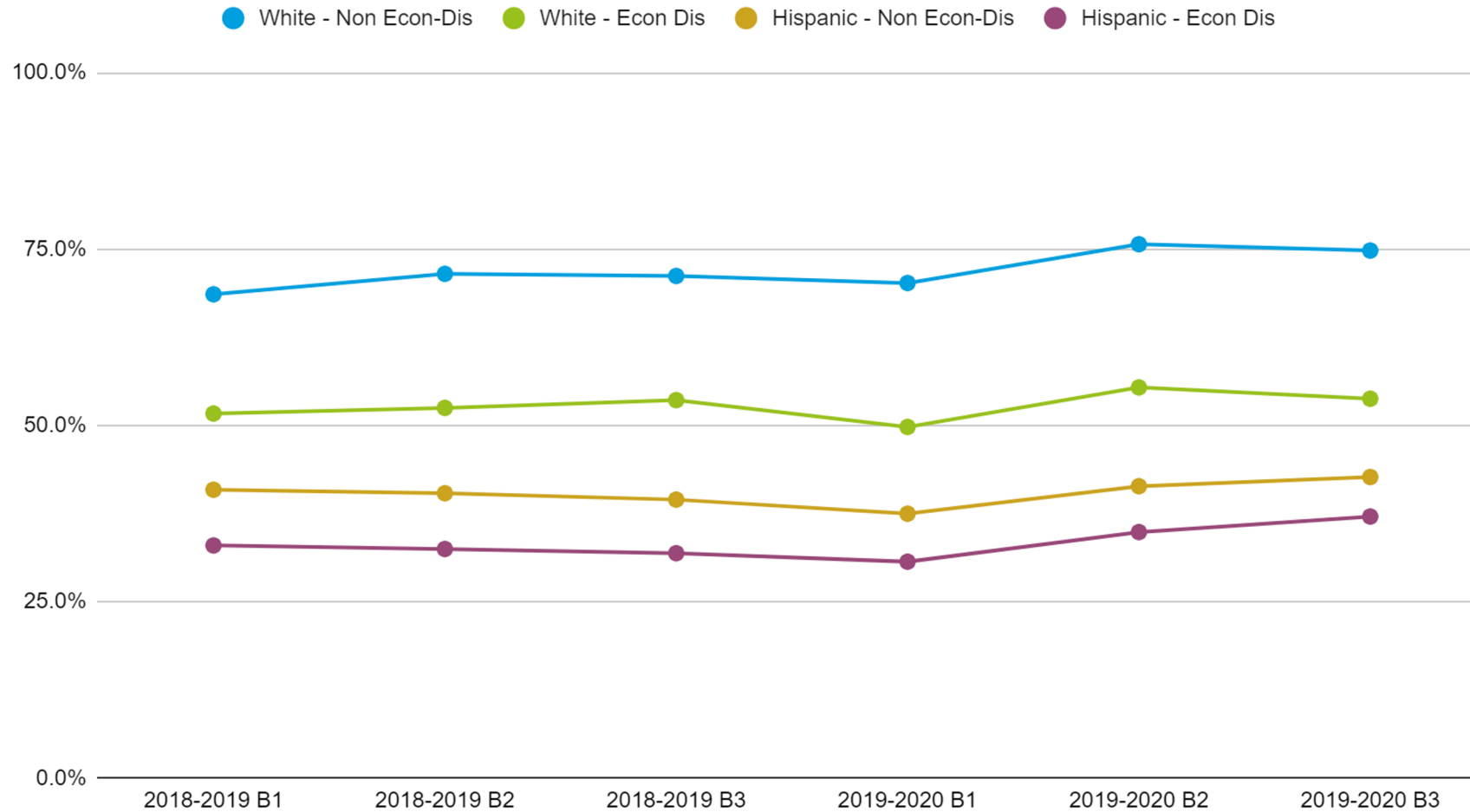


## Benchmark Performance by Race and Economic Status



Regardless of economic status, African American students were **about half** as likely to score proficient on our final benchmark assessment last year.

## Benchmark Performance by Race and Economic Status



When comparing Hispanic and White student proficiency, the results are **virtually identical** as the comparison between White and African American students.

# HCS Equity Moves



# Diversity, Equity and Inclusion Moves

- Increased Title (federal) funding, decreased student teacher ratios and added staff
- Increased counselors and social workers
- Increased arts and STEM opportunities
- Improved teacher retention rates
- Improved position fill/vacancy rates
- Increased Advanced (AP) courses
- Created inclusive learning environments across the District
- Developed a districtwide Code of Acceptable Behavior
- Doubled the support of our English Language Learners

# Diversity, Equity and Inclusive Moves

- Decreased leadership turnover
- Formed Valuable Community Partnerships
  - Wi-Fi and Hotspots for students
  - WTCL television programs
- Expanded our Innovation/School Choice options
- Summer REACH program
- Created Social Emotional Learning Department
- Student Success Plans and Children's Cabinet

# Educational Equity Policy 6.501

<b>Hamilton County Board of Education</b>			
Monitoring: Review: Annually in February	Descriptor Term: <b>Educational Equity</b>	Descriptor Code: 6.501	Issued Date: 02/18/21
		Rescinded:	Revised:

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The Hamilton County Board of Education believes that every student in the Hamilton County Schools should have the opportunity to receive an excellent public education regardless of the community in which they live, the school they attend, or the social, economic, or demographic factors of their household.

Therefore, the Hamilton Board of Education has defined the following terms to demonstrate its commitment to Educational Equity in Hamilton County Schools:

**Thinking of Making Some Equity  
Moves in Maine?**



# Take Aways

- Examine your own Bias
  - <https://implicit.harvard.edu/implicit/takeatest.html>
- Begin with Inclusive Practices
- Increase Opportunities for Students of Color-Close the Opportunity Gap
- Create Culturally Responsive Classrooms-*Culturally Responsive Teaching & The Brain* by Zaretta Hammond

