



Racial Equity Seed Fund

*Networked Improvement
Community*

SY23-24

Quick Overview: Racial Equity Seed Fund Networked Improvement Community



- EdVestors is recruiting 6 BPS schools for a 2-year **networked improvement community** focused on **equitable literacy**.
- Schools will receive up to \$10,000 (with potential for future funds) and support from EdVestors, BPS, and Boston University, and community organizations, as well as from each other.
- Schools will form a team of educators, families, and students to collect **street data**, perform a **root cause analysis**, and implement an **action plan**.
- To apply, please:
 1. Read through this slide deck.
 2. Fill out a short [interest form](#) so we can learn a little more about you.
 3. Select a time on Calendly (link in interest form) to talk with us as part of your application.
- Applications are rolling until **October 13th**.
- We will notify you about your application by the week of November 6.

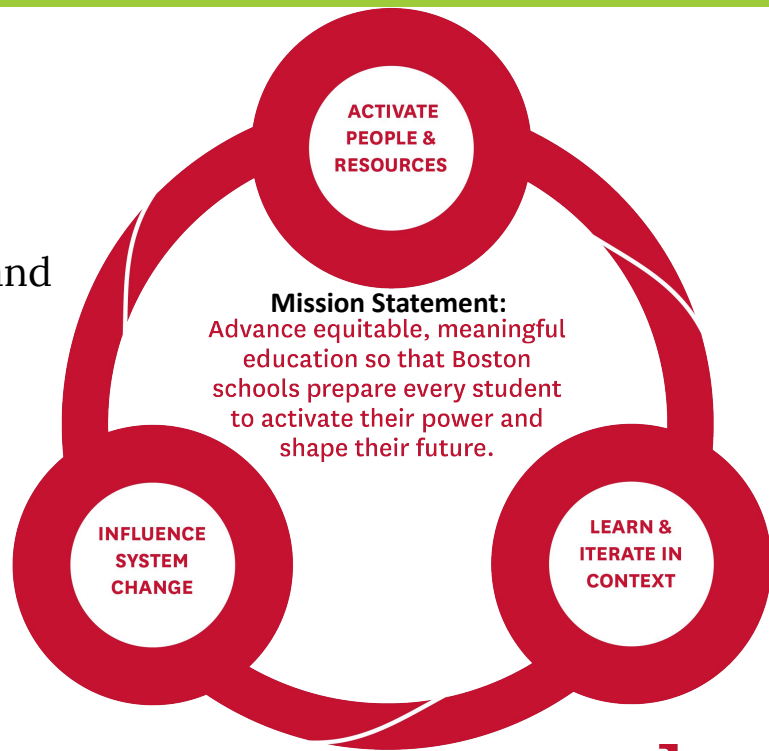
About EdVestors and Our Commitment to Racial Equity



EdVestors is a school improvement non-profit that is deeply committed to advancing racial equity in our organization, schools, and communities. It is a core component of our mission, values, strategic priorities, and programs.

We believe we can drive towards this vision by:

- 1) Activating people and resources
- 2) Learning and iterating in context, and
- 3) Influencing system change



Overview

Through our Racial Equity Seed Fund Networked Improvement Community, we are building capacity of BPS to understand, implement, and shape conditions that disrupt and dismantle racial inequities.

We believe the greatest potential for impact comes from working together in community and meaningfully involving those most impacted by racial inequities and racism in decision making, solution development, and implementation.



Racial Inequities in Education



In Boston's current education system, students of color, particularly our Black and Brown students, are disproportionately impacted by gaps in opportunity and outcomes. Race cannot continue to predict educational outcomes for our students in Boston.

Racial equity in education can only be achieved if every child regardless of race or ethnicity has access to the opportunities, resources, and support they need to thrive. To do this we must both attend to students' individual backgrounds, communities, and strengths, and address the root causes of systemic oppression in our schools.

Working in Community



We believe the greatest potential for impact comes from working together in community and meaningfully involving those most impacted by racial inequities and racism in decision-making and implementation.

EdVestors will be working in partnership with:

- School-based Equity Roundtable teams composed of students, families, community members, educators, school staff, school and district leaders
- Boston Public Schools
- Boston University


Approach and our *how*




Goal: *Build capacity of BPS to understand, implement, and shape conditions that disrupt and dismantle racial inequities*

Our Approach:

We believe that advancing racial equity requires identifying and addressing the root causes of systemic oppression in our schools.

 *We believe that in order to identify root causes and design effective solutions we must **learn from those most impacted (students and families of color) and position them with decision-making power.***

 *We believe that a racial-equity focused Networked Improvement Community will provide the supports, capacity, skills, and knowledge to enable schools and community organizations to **identify root causes then implement, test, and scale solutions developed by those most impacted to advance racial equity.***

 *We believe that this approach will enable us to build collective knowledge and capacity to identify and implement effective practices and policies for advancing racial equity across all schools and at the district level.*

Strategies



Seeding change to advance racial equity in Boston schools by:

School Level Grantmaking

Facilitate learning, provide resources, and leverage schools' community strengths and existing funds of knowledge to identify and address root causes of racial inequities.

City-wide Partnership

Partner with the district, schools, organizations, and higher ed to build a citywide learning community that centers those most impacted to improve practices, policies, and resources flows that support more equitable outcomes for students

Research and Field Building

Utilize improvement science to measure and understand what works and share what we learn with other schools, district, policymakers, and the larger education field to inform system change.

Goals and Activities



Overall goal: Building capacity of BPS to understand, implement, and shape conditions that disrupt and dismantle racial inequities.

School-Based Work:

- Students, families, educators, community members, school leaders and staff work collectively to improve equity in their school by:
 - Engaging in root-cause analyses to better understand existing challenges and the impact of current practices
 - Creating and implementing action plans to advance racial equity and equitable literacy in their schools
 - Cultivating sense of belonging and shared decision making with students and families

Collective Cohort Work:

- Participating in 10 cohort convenings (across 2 years) to form a Network Improvement Community (NIC) focused on advancing racial equity that will:
 - Offer opportunities for cross-school and cross-organization learning
 - Provide support on implementing the NIC process within your school teams
 - Inform and spread equitable practice and policy shifts across district

What is a Networked Improvement Community (NIC)?

All Racial Equity Seed Fund grantees will be guided through the NIC process. A Networked Improvement Community is a group of diverse collaborators tackling a problem in community and within a variety of contexts to collectively understand and identify what works, with whom, and under what conditions.

Networked Improvement Community (NIC) Process

1. **Identification of a Problem of Practice:** Identify a racial equity problem your community is experiencing.
2. **Root Cause Analysis:** Develop a deep understanding of the problem by prioritizing learning from the lived experiences of students and families.
3. **Develop Aim Statement (Goal) and a Theory of Action:** School community members identify change ideas to address the root causes of inequity.
4. **Implement Actions and Assess Impact:** Test change ideas, assess their impact, and decide as a community to:
 - a. Adopt and implement practices and strategies that work to advance racial equity *and/or*
 - b. Adapt and abandon practices and policies that perpetuate racial inequities.

Sharing of findings and collective learning happens throughout NIC process

Research Commitments and Benefits



Being selected for this cohort will require robust data collection throughout the year. Commitments and benefits of this participation are listed below.

Commitments	Benefits
<ul style="list-style-type: none">• School-based Equity Roundtable Observations (or equivalent equity school teams)• Student and Staff Focus Groups• Classroom Observations• Interviews with School-based Equity Roundtable Members• ELA MCAS and MAP Growth Scores• Metrics specific to your problem of practice that will be co-developed with your school community and our team• Designate school personnel to help in distributing and collecting consent and assent forms from family members, students, and staff.	<ul style="list-style-type: none">• Be a part of a cross-district learning community focused on using data to empower students and families and improve equitable literacy• Receive ongoing technical support in developing, collecting, and analyzing practical measures focused on literacy outcomes your school community determines are important• Receive an internal school report and meet with the BU research team after each round of data collection (Spring '24, Fall '24, and Spring '25) to discuss areas of strength, challenges, and recommended actions in implementing SBERTs and equitable literacy change ideas.

Please read more about these research commitments and benefits [here](#).

Grant Guidelines



- **Grant Period:** 2 years, December 2023 - August 2025
- **Grant Activities:**
 - 10 convenings
 - Quarterly check-ins with EdVestors/BU
 - Data Collection and Research (See next slide)
- **Eligibility:** All Boston Public Schools are eligible to apply.
- **Funding:** Grant Awards are up to \$10,000 each year.

School teams will decide how to best use these funds to advance racial equity within schools. We require that students and families of color are part of the decision making process of how to use funds.

For schools, please note:

- One portion of grant funds will be allocated for stipends for students, families, school staff who participate on the equity roundtable teams from August 2023-June 2024
 - Restrictions: Funds are not meant to support salaries or stipends for school leaders.
- The second portion of grant funds should be used to support the implementation of your school's racial equity project, as decided by your school community including students and families.

Application and Timeline

Interest Form: <https://forms.gle/XPRMPbCmLYGxJWGz8>

After you complete the interest form, please sign up for a Calendly slot (link in form) for at least 2 members of your team to speak with us about your work in order to complete the application process.

TIMELINE:

Friday, October 13th

Grant Interest Form due by 4:00pm

September 20th - October 27th

Rolling Interview Calls with 2 members from your team

Week of 11/6

Grantee Acceptance Notifications

Week of 11/13

45 min Virtual Orientation Session

Week of 12/11

In-person Cohort Dinner & Celebration

**You may be asked to have a follow-up conversation with EdVestors during the grant decision period*

If you have questions or need assistance completing your application:

Email: Alia Verner, Director of Equitable School Improvement verner@edvestors.org