#### Naming or Renaming of Schools Policy: SY21 Revision

March 2021 CPS BOE Meeting

Without community, there is no liberation. -Audre Lorde

Dist. Litter



## **Agassiz School Renaming Process Timeline**

Thank you, Principal Weber & both the former and current LSC members for your leadership.



August 2020	Sep - Nov 2020	Nov - Dec 2020	Jan - March 2021
Principal and LSC Initiate Process	Town Halls, Community Forums, and Student Leadership	Community Polling and LSC Vote	School Philosophy and Practice Shifts, BOE Vote
The LSC added renaming to the agenda for the 8/2 LSC meeting, principal presents renaming process summary to LSC and community in early August	Teachers engage students, Local School Council/Community meetings, principal presentations on student inquiry in progress, and various surveys conducted throughout the process	Community-wide polling on student developed renaming options disaggregated by race and zip code and final LSC vote on 12/2 to select top 3 while prioritizing the community polls	Creating equitable school community, CIWP review through Equity Framework, professional learning, curriculum alignment and planning

# **Changing a School's Name: Agassiz**

- Through teacher instruction and student-led inquiry, classrooms build historical understanding of why and how current name promotes racism and inequity.
- Classrooms develop presentations to amplify their name nomination.
- Students present nominations to the school community.
- School community studies nominated names through community meetings and other engagements and culminate in a vote for top three names.
- School internally reviews selected names to ensure names map school values centering on equity and reflect mission and vision.
- Office of Equity in conjunction with consultant support facilitate community meetings, data synthesis, name vetting, and process requirements in partnership with school.
- School will continue to engage in professional learning and continuous improvement realignment to ensure focus on cultural responsiveness, anti-racism, and anti-bias practices.



# Naming or Renaming of Schools Policy Overview (Current)

#### CPS has had a naming policy in place for 18 years with the following requirements:

## LSC holds an open meeting

The proposed name change is listed as an agenda item

## School convenes two community meetings

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School facilitates an engagement process concerning the proposed name change to solicit input using guidance from the district

### LSC votes at their next meeting

An affirmative majority must approve three recommended names

#### LSC chair and principal co-sign a letter of recommendation to the network chief

The letter must 1) explain the rationale, 2) provide biographical sketches of the names, 3) provide the dates of the hearings, 4) provide the names of the council members and how they voted

#### **Current Policy Considerations:**

1) Proposed names cannot include primarily religious figures

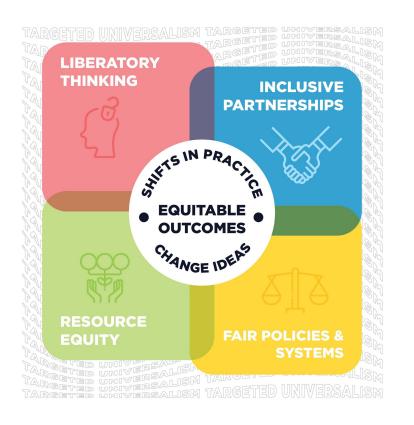
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- 2) Persons must have been deceased for at least 6 months
- 3) Persons must have made significant contributions to society
- Persons cannot be a relative of any employee or LSC member of the school
- 5) If approved, the new name cannot be changed for 10 years



#### CPS Policy Manual Section 302.2

The Office of Equity will lead the policy revision while modeling Inclusive Partnership practices and equity criteria expectations outlined in the <u>CPS Equity</u> <u>Framework</u> and other Office of Equity guidance.



# **Lessons Learned in SY21**

- Sufficient time is needed for schools to engage stakeholders in the renaming process.
- School faculty, families, students, and community participation reflects a fair, inclusive process.
- Schools should prioritize student leadership and participation to ensure youth agency in selecting the name.
- Schools should create affinity spaces (i.e. BIPOC town halls) to ensure more impacted communities are heard and represented.
- Office of Equity support to vet entire process
- The process is an opportunity to focus on racial equity in the entire school beyond the name change.
- The Office of Equity's Equity Consultant, Carole Collins Ayanlaja, was a key thought leader throughout to ensure the process was respectful of all voices and experiences.
- Schools should develop an equity plan to ensure that the on-going work on anti-racist advances equity in the school and community.



We are centering our process in the following equity goals:

- 1. Ensure our updated Board Policy establishes a district equity stance and necessary oversight on the names of CPS schools aligned with our CPS Equity Framework (2020).
- 2. Require Inclusive Partnership work for school communities engaging in a name change prioritizing students and most impacted community members respectively.
- 3. Provide effective and streamlined guidance for schools, while focusing on those most impacted by structural racism and oppression, to initiate school renaming processes in SY22.

### SY21 Inclusive Partnership Potential Timeline

Policy Revision Phase/Engagement Plan	Engagement Details	F E B	MA R	A P R	MA Y	J U J	J U L	A U G	S E P
Naming or Renaming of Schools Policy	Board Policy Revision Process: February to August 2021								
P2- Equity Audit and Listening Campaign	<ul> <li>Equity audit of comparison district</li> <li>Listening campaign - focus groups, community meetings, survey, and empathy interviews.</li> </ul>								
P3 - Drafting and Focus Groups	<ul> <li>Focus groups with schools identified through assessment</li> <li>CBO Organizations: MBK/Obama, Thrive, Enlace, Desi Uprising</li> </ul>								
P4 - Revision and Community Meetings	<ul> <li>Student focused survey through SVCs; principal survey</li> <li>2 community meetings with affinity by race and zip code</li> </ul>								
P5 - Briefings and final Inclusive Partnership work	<ul> <li>Review with Memorial and Monuments Assessment Committee</li> <li>Briefings with CEO, COO, CEdO → revision</li> <li>Final policy content due to Law on June 11th</li> </ul>								
P6 - Board Public Comment and Revision	<ul> <li>Public comment from June 16 - July 16th</li> <li>Make changes based on public comment - final engagement</li> </ul>								
P7 - Board Vote	Board Vote on August 25th								

# **Opportunities for Schools in SY21**

**Priority Schools:** highest priority schools will be invited to focus groups based on names assessment.

**Public Survey:** survey sent to school communities to gather input on policy revision

**Invite only focus groups:** students and parents/caregivers who are most impacted by the policy change will be prioritized for focus groups through survey data

**Community meetings:** to be hosted in late April/early May

Anchor CBO engagement: Thrive Youth Advisory and others

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South Lawndale	58	Brighton Park	345 345 33 33 33
Lower West Side	59	McKinley Park	256 73 60
Loop	60	Bridgeport	
Near South Side	61	New City	
Armour Square	62	West Elsdon	
Douglas	63	Gage Park	and the second s
Oakland	64	Clearning	
Fuller Park	65	West Lawn	0 2.5 5 10 Mile
Grand Boulevard	66	Chicago Lawn	Mile
Kenwood	67	West Englewood	
Washington Park	68	Englewood	Source: Variables from 2013-2017 America
Hyde Park	69	Greater Grand Crossing	Community Survey 5-Year Estimates, U.S. Census Bureau. Hardship Index created by
Woodlawn	70	Ashburn	Richard P. Nathan and Charles F. Adams.
South Shore	71	Auburn Gresham	- And a standard and Grands F. Pudilib, a
Chatham	72	Beverly	Map created by the Great Cities Institute.
Avalon Park	73	Washington Heights	Prepared by: Anish Tailor.
South Chicago	74	Mount Grenwood	
Burnside	75	Morgan Park	
Calumet Heights	76	O'Hare	
Roseland	77	Edgewater	Great Cit
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2017 Chicago Community Area Economic Hardshin Index