


Education Equity for Louisiana

Urban League of Louisiana



Since 1938, the Urban League has actively worked to assist underserved communities in securing economic self-reliance, parity, power, and civil rights in the Greater New Orleans area. In 2016, the Urban League became the Urban League of Louisiana (ULLA) extending its range to East Baton Rouge Parish and across the state. With a statewide focus, ULLA implements programs to ensure quality education and access to information, employment, and economic inclusion. ULLA is committed to ensuring that public schools in Baton Rouge promote equity, access, and excellence.



Our Approach and Priorities

Every child deserves a high-quality education.

- ULLA is committed to creating a *statewide* equitable education system which is foundational to our pursuit of economic self-reliance, parity, and civil rights. We are **DRIVEN** to help communities collectively ensure equity.
 - We are **DATA-DRIVEN**.
 - We are **COMMUNITY-DRIVEN**.
 - We are **PARTNER-DRIVEN**.
 - We are **RESULTS-DRIVEN**.





Our Vision for Louisiana

With support from ULLA, urban areas throughout Louisiana will embrace a data-informed approach to identify and address educational inequities to close gaps in opportunities and achievement and improve educational outcomes for all youth, particularly economic disadvantaged students and students of color.

Throughout Louisiana, parents will be ignited by passion and empowered to build a sense of agency and efficacy to drive education reforms and innovations in their communities.

ULLA's work will promote deep and provocative conversations – at the dinner tables in our communities, in the hallways of local schools, and in the assemblies of the state capitol.

The state will embrace a deep commitment to eradicate the overt and covert root causes of education inequity.



All students will reach their highest potential in school and beyond.



Our strategy is simple

We listen to the community.

We provide the data and research to support their need for reform and innovation.

We create opportunities for meaningful student, parent, and stakeholder engagement.

We facilitate convenings to share information and create urgency.

We build local leadership capacity to activate effective advocacy efforts.

We provide tools to measure progress and hold decision makers accountable.



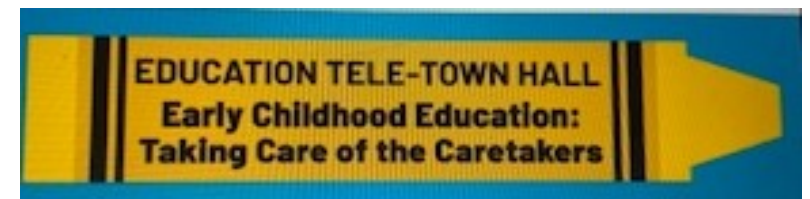
***We provide a
roadmap for
CHANGE.***



We listen to the community

We begin every *Education Equity* engagement with a series of *listening sessions* to better understand the local culture, the community's unique challenges, the dreams and aspirations for their children, and to identify the distinctive biases and systemic causes of education inequity.

Throughout the year, ULLA hosts *education virtual townhall* meetings that allows Louisiana residents around the state to discuss education issues that impact their communities.

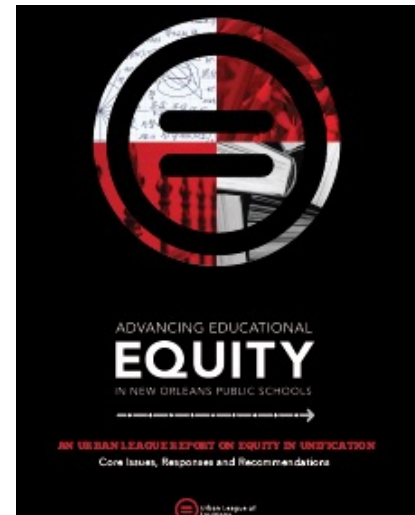




We provide data and research

Advancing Educational Equity reports help communities identify barriers of education equity in their communities that prevent all students from reaching their highest potential and articulate data-based evidence of education inequities that create real and authentic urgency for change.

- Advancing Educational Equity in New Orleans Public Schools (2017)
- [Advancing Educational Equity in New Orleans Public Schools: 2nd Edition](#) (2020)
- [Advancing Educational Equity for Baton Rouge Public Schools](#) (2019)
- [Measuring Progress Toward Advancing Education Equity in Baton Rouge](#) (2022)





Key Education Equity Indicators

Each report examines public school performance with an equity lens by disaggregating key educational metrics that measure areas that include but are not limited to:

Equity in Opportunities

Measure inequities that students face when accessing opportunities that prepare them for college, careers, and citizenship.

- Access to Quality Early Childhood Education
- Access to Highly Effective Teachers
- Access to a Positive School Climate



Equity in Outcomes

Measure critical academic milestones that support students' ability to succeed in school and beyond.

- 3rd Grade Reading
- 8th Grade Math
- ACT Performance
- High School Graduation and Advanced Credentials

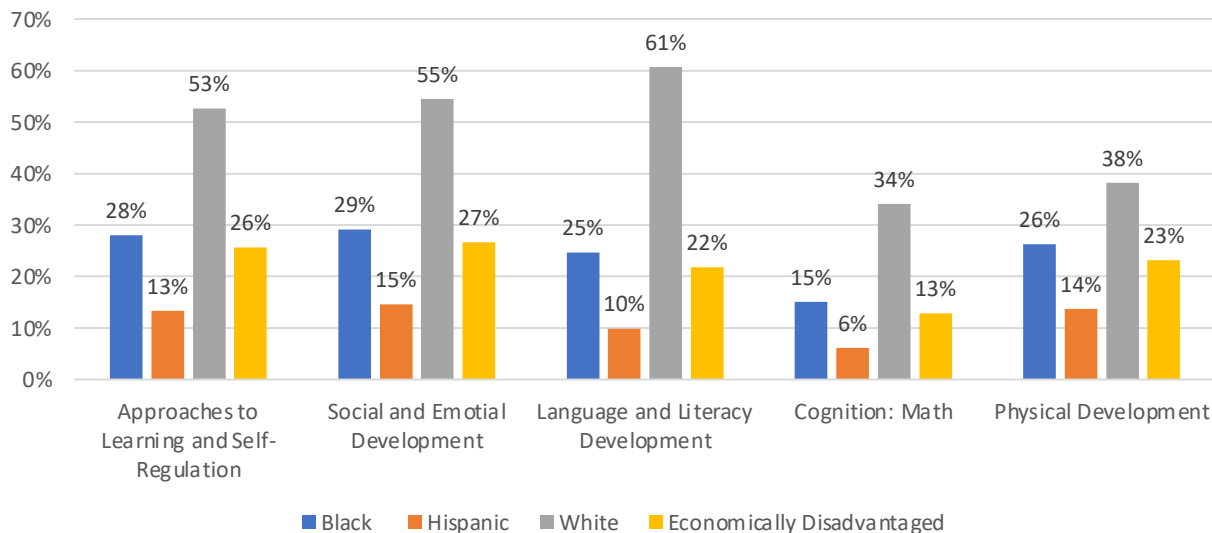




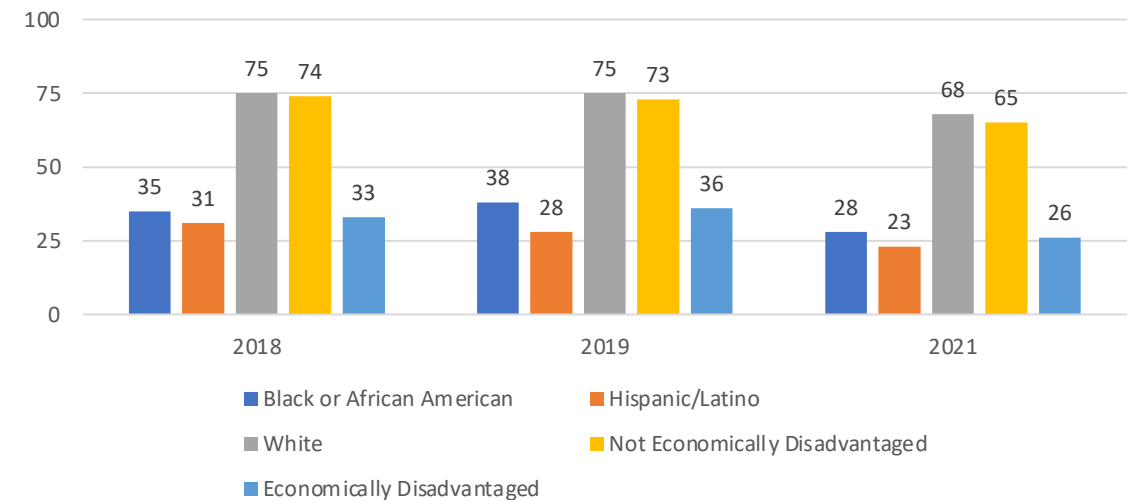
... and because we love data

Black and Hispanic students and students from low-income families are developmentally behind their peers even before they enter kindergarten.

Percentage of Kindergarten Students Meeting or Exceeding Expectations: 2020-2021



Percentage of 3rd Graders Scoring Mastery or Advanced: English Language Arts



If unchecked, gaps in 3rd grade reading performance by race and ethnicity (40-45 percentage points) and by income (39 percentage points) will have a devastating impact on our students, their families, and our communities.

We engage students, parents, and stakeholders



As we work with communities in Louisiana for Education Equity, we continuously engage students, parents, and stakeholders where they are and around the issues that matter most to them.

We provide communities with the ability to influence decision making and attain sustainable outcomes.

We empower traditionally disenfranchised communities to organize for ownership of the change they want, need, and deserve in their communities for education equity.

Our *Urban League/Youth Force Family Engagement Toolkit* assists schools in their efforts to engage families as partners in schools' career pathways programs.





We convene to inform and create urgency



The annual **Louisiana Empowerment and Policy Conference** attracts residents from every corner of the state to learn from and connect with education experts and policy makers about reform and innovation leading to change across the country.

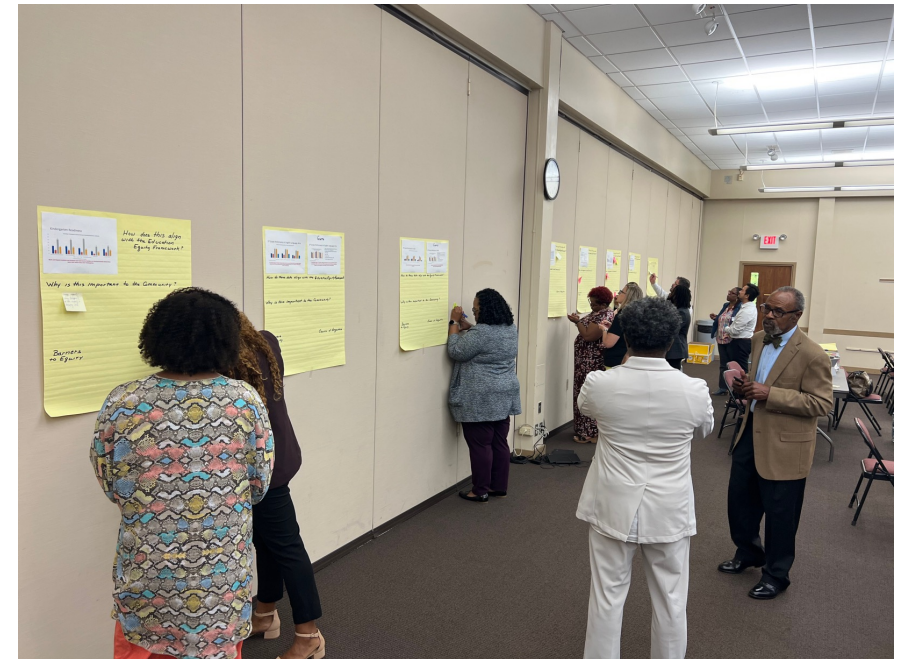
Community members participate in **Equity Data Walk** to analyze key education equity indicators and consider the root causes and barriers associated with each, as well as the impact of the inequities have of their communities.

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We build leadership for advocacy

The **ULEAD Leadership Academy** is a leadership training academy for advocates interested in learning how to effectively navigate and positively impact the educational landscape for communities of color in New Orleans.

ULEAD provides a unique opportunity for participants to learn how to engage in developing and sustaining a quality educational ecosystem in New Orleans through advocacy, community activism, policy change, and entrepreneurship.



We provide tools for accountability



The *Equity Scorecard* examines educational disparities related to **opportunities** and **outcomes** through key indicators disaggregated by race and other demographics, exploring historical and cultural context, and asking why identified disparities exist.

By applying the *Equity Scorecard*, communities can evaluate the degree to which inequities limit access and hinder academic outcomes for their students and then **develop interventions** that are laser **focused on these inequities and their root causes**.

Only when inequities are understood can communities begin to advocate for change.

Education Equity for Louisiana



Direct messages around the KEY EQUITY INDICATORS



In 8th Grade Mathematics, African American students score lowest in Mastery and considerably lower in Mastery than other major racial and ethnic groups.

African American students have the highest percentage (4 out of 10) scoring Unsatisfactory . . . nearly three times the failure rate of White students.



Our Partners/Coalition Members

New Orleans Community Partners

- BeNOLA
- Forward NEW ORLEANS Coalition
- Youth Force NOLA
- New Orleans Public Schools
- Orleans Public Education Network
- Louisiana Policy Institute for Children
- W.K. Kellogg Foundation
- Kresge Foundation
- New Orleans Business Alliance
- Democrats for Education Reform
- United Way of Southeast Louisiana

Lafayette Community Partners

- Chris Williams, Ph.D.
- Greater Southwest Louisiana Ministerial Coalition
- Lafayette Economic Development Authority (LEDA)
- Lafayette Parish Public Education Stakeholders Council
- 100 Black Men of Greater Lafayette
- One Acadiana
- Progressive Baptist Church
- Pugh Foundation
- Regional NAACP
- The Pastoral Alliance / Good Hope Baptist Church
- United Way of Acadiana
- Women of Wisdom

Baton Rouge Community Partners

- Baton Rouge Area Chamber
- East Baton Rouge Public Schools
- New Schools Baton Rouge
- EdTrust
- Louisiana Budget Project
- Baton Rouge Area Foundation
- 100 Black Men Baton Rouge
- United Way of Acadiana
- Stand for Children
- Jones Walker
- Volunteers of America Greater Baton Rouge

Challenges...



Pandemic - COVID

Lafayette Public Schools





Our Results...

New Orleans

- Published two *Advancing Education Equity* reports
- Superintendent Williams' 100-Day Plan is framed by Equity and Excellence and includes goals to use data to identify opportunity and outcome gaps, determine root causes, and engage the community to create solutions.

Baton Rouge

- Published two *Advancing Education Equity* reports
- Created the *East Baton Rouge Education Equity Framework* to guide the District's equity efforts
- Working with Superintendent Narcisse and a stakeholder-driven Advisory Board to create the *ULLA/EBR Equity Scorecard* to track key equity indicators

Lafayette

- Launching the *Education Equity Engagement* with the first community convening on October 28, 2022.
- Expecting to publish the *Advancing Education Equity in Lafayette Parish* in December 2022.

Building on the Momentum



- Secured \$250K from the Kresge Foundation to solicit input from parents in designing solutions to address the salient issues that directly impact the quality of life of their families
- Pending W.K. Kellogg Foundation (\$500K) pending
- Advocated and secured a 5 millage property tax that will raise \$21 million for Early Childhood Education in New Orleans
- Collaborating with East Baton Rouge Parish School Board – launched Strategic Planning Working Group

