

CPS EQUITY FRAMEWORK



CREATING AND SUSTAINING EQUITY AT THE INDIVIDUAL, SCHOOL AND DISTRICT LEVEL

CPS OFFICE OF EQUITY

What is the CPS Equity Framework?

The CPS 5-Year Vision is our public commitment to equity for our students. The CPS Equity Framework is the guide to shift our school systems to provide every child with a great education.

Why did we build this framework?

Ensuring every child gets a great education is one of the most important responsibilities we have as a city. For years we have talked about the need for equality, but equality alone does not give all children what they need. Our shared goal is to give every student what they need to move forward. Equality is giving every student the same tools and supports to move forward. **Equity is giving every student the tools and supports each needs to move forward.**

What does this mean for my child and me?

You and your child will see changes in your school as we work on adult mindsets, inclusive decision-making, resource allocation, and policy changes from the classroom to central office to work towards equity.

How was the Framework created?

To serve our 355,156 students, when the Office of Equity opened in September 2018, we met with over 3,000 students, parents, teachers, leaders, partners, and community members to learn and envision a more equitable school system.

For more details on the Equity Framework, please visit equity.cps.edu and cps.edu/equityframework/download.

THE FOUR DIMENSIONS OF THE FRAMEWORK WILL WORK TOGETHER TO PROVIDE A HIGH-QUALITY EDUCATION FOR ALL CHILDREN

Through **Liberatory Thinking**, ADULTS WILL DEVELOP EQUITY MINDSETS to change how students experience school. We are beginning this work by providing learning for principals, and soon teachers, to explore and address internal biases.

Through **Resource Equity**, LEADERS WILL REDESIGN THE ALLOCATION OF PEOPLE, TIME, AND MONEY. We are beginning this work by making allocation decisions, to support our universal goals, based on data that present the needs and assets of each community, school, and identity.

HOW WILL THIS WORK?



Through **Inclusive Partnerships**, STUDENTS, EDUCATORS, FAMILIES, AND COMMUNITY MEMBERS WILL WORK AS ALLIES. We are beginning this work by intentionally driving our planning (e.g. continuous improvement plans) and practice based on student voice and their lived experience.

Through **Fair Policies and Systems**, POLICY OWNERS AND IMPLEMENTERS WILL EXPAND EQUITABLE OPPORTUNITIES TO REACH EQUAL POSITIVE OUTCOMES for all students, prioritizing those who have been historically underserved. We are beginning this work by reviewing every single one of the 140 board policies for intent and impact.

“ WE ARE COMMITTED TO PROVIDING A HIGH-QUALITY EDUCATION FOR ALL CHILDREN, REGARDLESS OF THEIR RACE, ZIP CODE, ABILITY, OR COUNTRY OF ORIGIN. ACHIEVING THIS GOAL WILL TAKE A COMMITMENT FROM ALL OF US — STUDENTS, FAMILIES, EDUCATORS, AND SUPPORTERS OF CHICAGO PUBLIC SCHOOLS. IT WILL REQUIRE EXAMINING EVERY INEQUITY, MINING EVERY RESOURCE, AND ENGAGING EVERY COMMUNITY UNTIL STUDENTS IN ALL CORNERS OF OUR CITY HAVE ACCESS TO THE HIGH-QUALITY EDUCATION THEY DESERVE. ”

- Dr. Janice K. Jackson, CEO, Chicago Public Schools, CPS 5-Year Vision

