

Equity in College Counseling

Building a Program that Serves ALL



KIPP•Jacksonville
PUBLIC SCHOOLS

Introductions



Dr. Erin Almond

Director, Equity & Engagement

Dr. Almond helps to lead the regional efforts around equity and racial justice and is responsible for helping to cultivate an educational community where students, families, and staff can thrive as their authentic selves.

Mr. Rashid Williams

Director, KIPP Forward

Mr. Williams is responsible for the overall strategic planning and leadership of the KIPP Forward program, managing and seeking college partnerships, and supporting each staff member to meet their goals.

Mr. Ricky Glover

Manager, Postsecondary Placement

Mr. Glover supports students in grades 9, 11, and 12, and is responsible for ensuring strong transition through high school and for managing the postsecondary process for seniors.



Objectives

- By the end of this session, participants will be able to understand how to build college counseling programs that promote equity in service and outcomes.



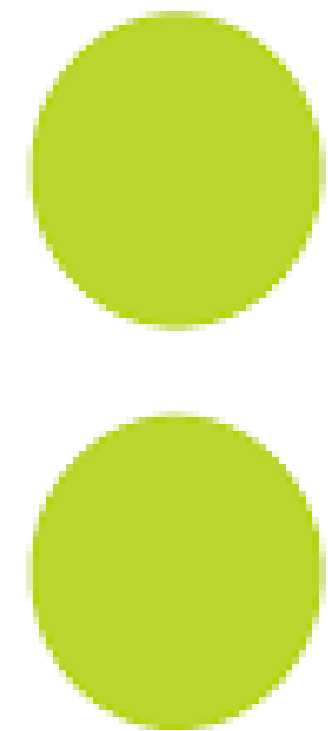
Our Community + Context

- Located in Jacksonville, Florida
- Our student population is 94% African-American, and 77% are eligible for free and reduced lunch
- Most of our students are/will be first-generation college students
- Currently our model is built with a 10-year plan of support



Our Programming: How it Started vs. How it's Going

“Power concedes nothing without a demand.
It never did and it never will.”
– Frederick Douglass



**TO AND
THROUGH
COLLEGE**



**COLLEGE,
CAREER,
& BEYOND.**



Defining Equity



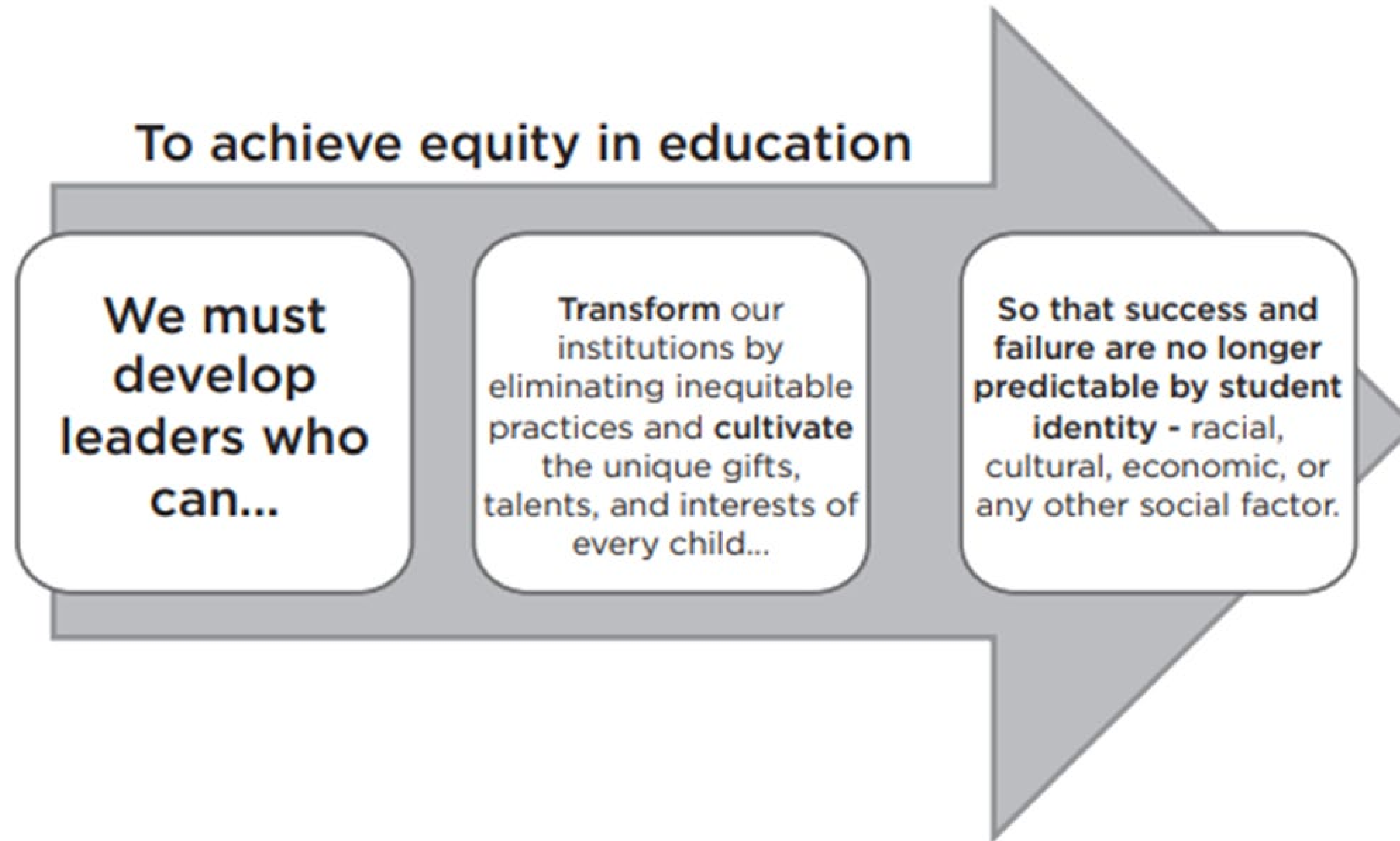
Defining Equity

Educational equity means that each child receives what they need to develop to their full academic and social potential. – National Equity Project

- Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that current correlates with any social or cultural factor;
- Interrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children; and
- Discovering and cultivating the unique gifts, talents and interests that every human possesses.



Defining Equity





Equity with a College Counseling Lens

The pursuit of educational equity in college counseling can be simplified to:

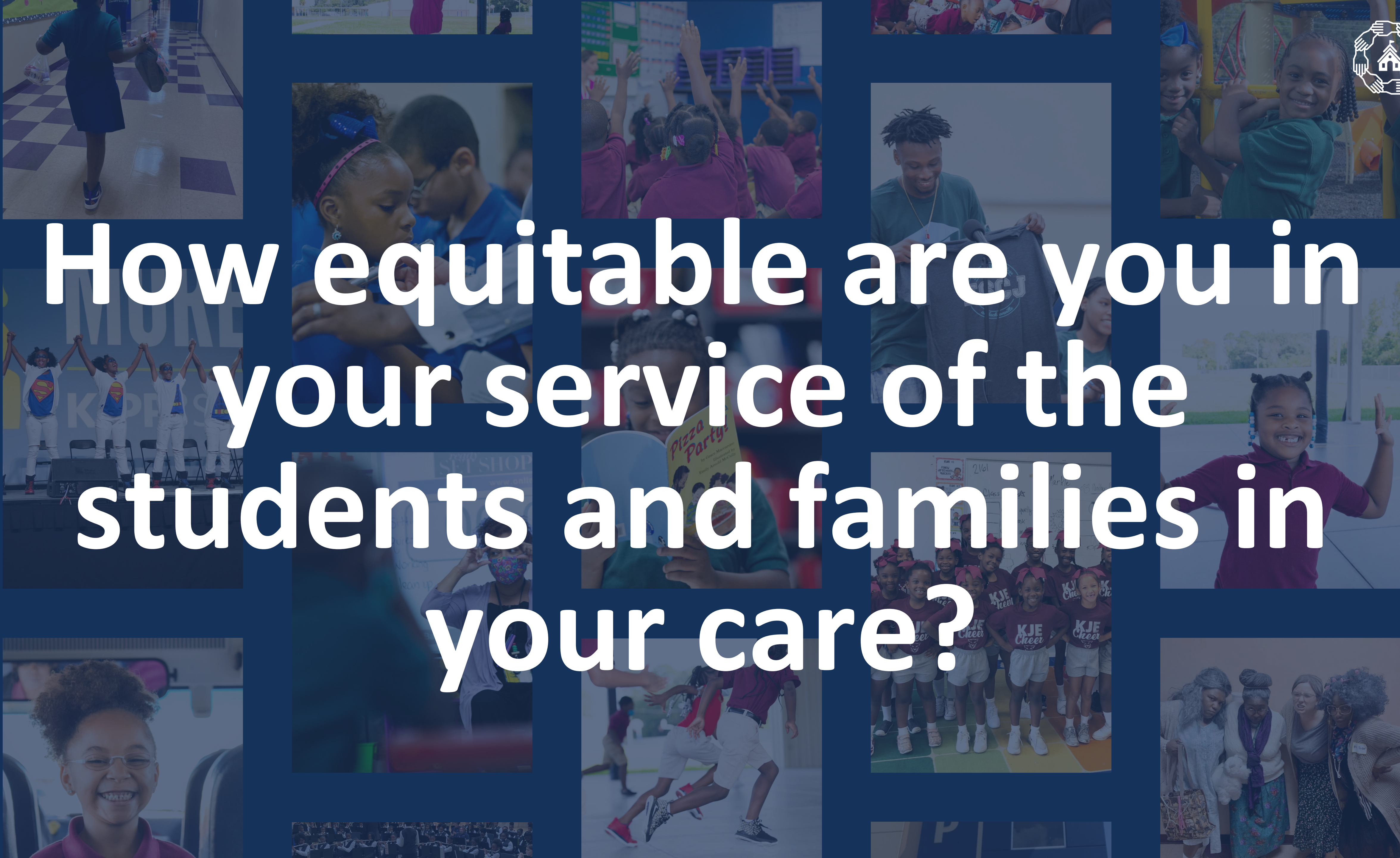
- Pursuing equity in service
- Pursuing equity in outcomes

A photograph of two young Black male students standing in a school hallway. They are both wearing dark blue polo shirts with the 'KIPP IMPACT MIDDLE SCHOOL' logo on the left chest. The student on the left has his arms crossed and is wearing a green wristband. The student on the right is smiling and has his arms crossed. The background shows a hallway with purple lockers and a bulletin board with a portrait of a man.

Equity in Service

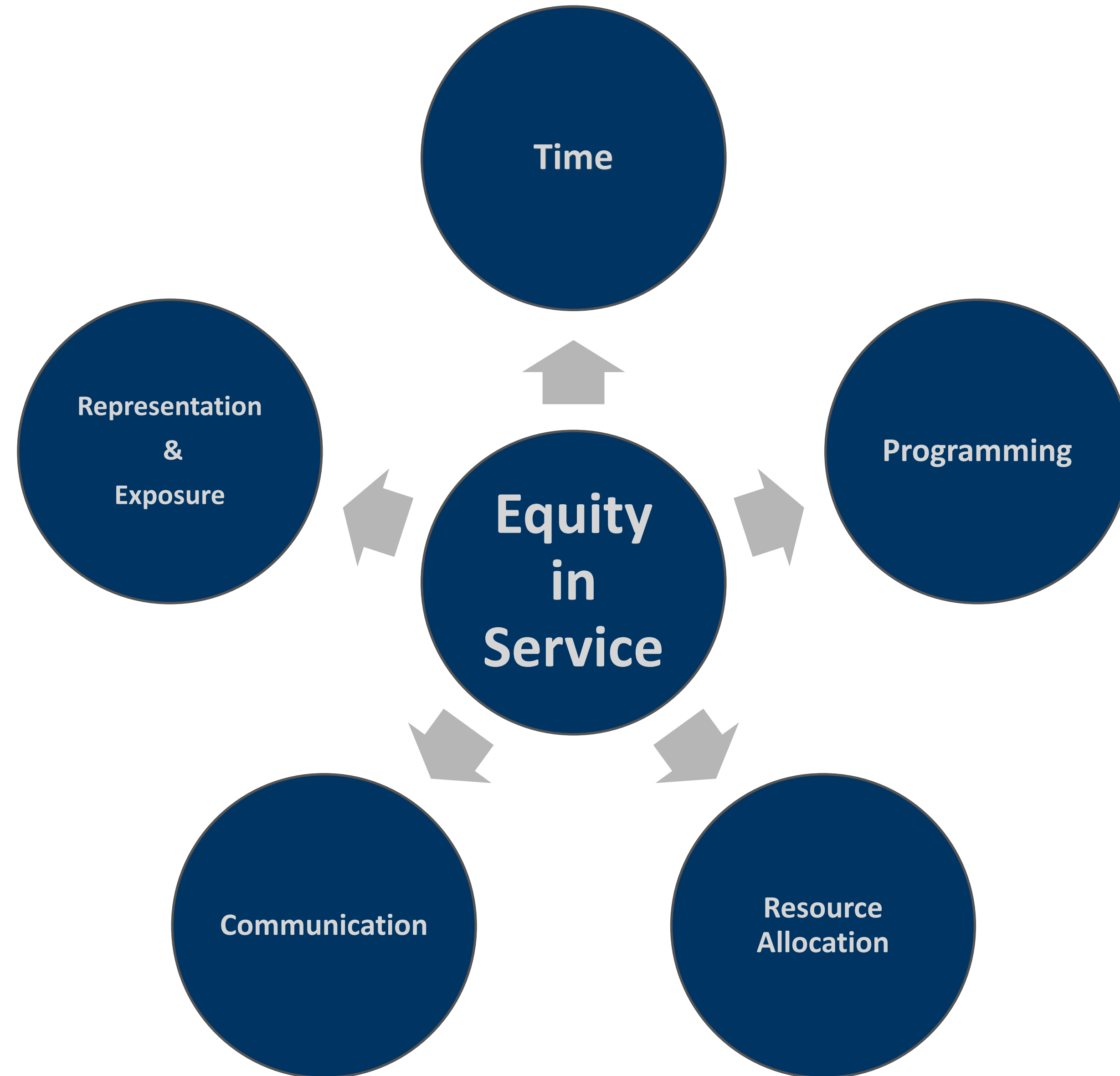


How equitable are you in your service of the students and families in your care?





Equity in Service





Let's Poll

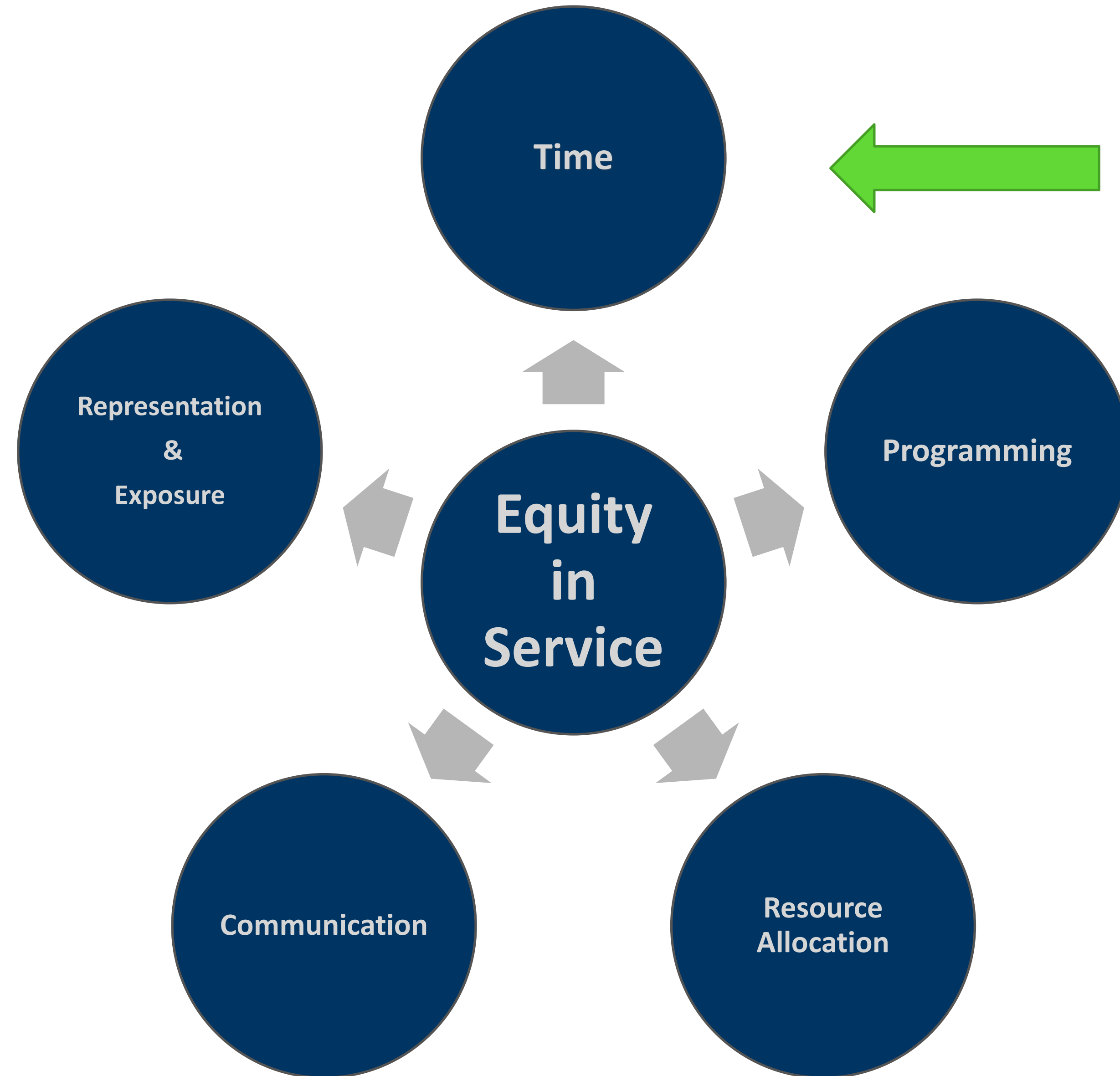
Rank your “equitable service delivery”, with 1 being where you are “least equitable” and 5 being where you are “most equitable”.



On a scale of 1-5, how would you rank your "equitable service delivery", with 1 being the "least equitable" and 5 being the "most equitable"

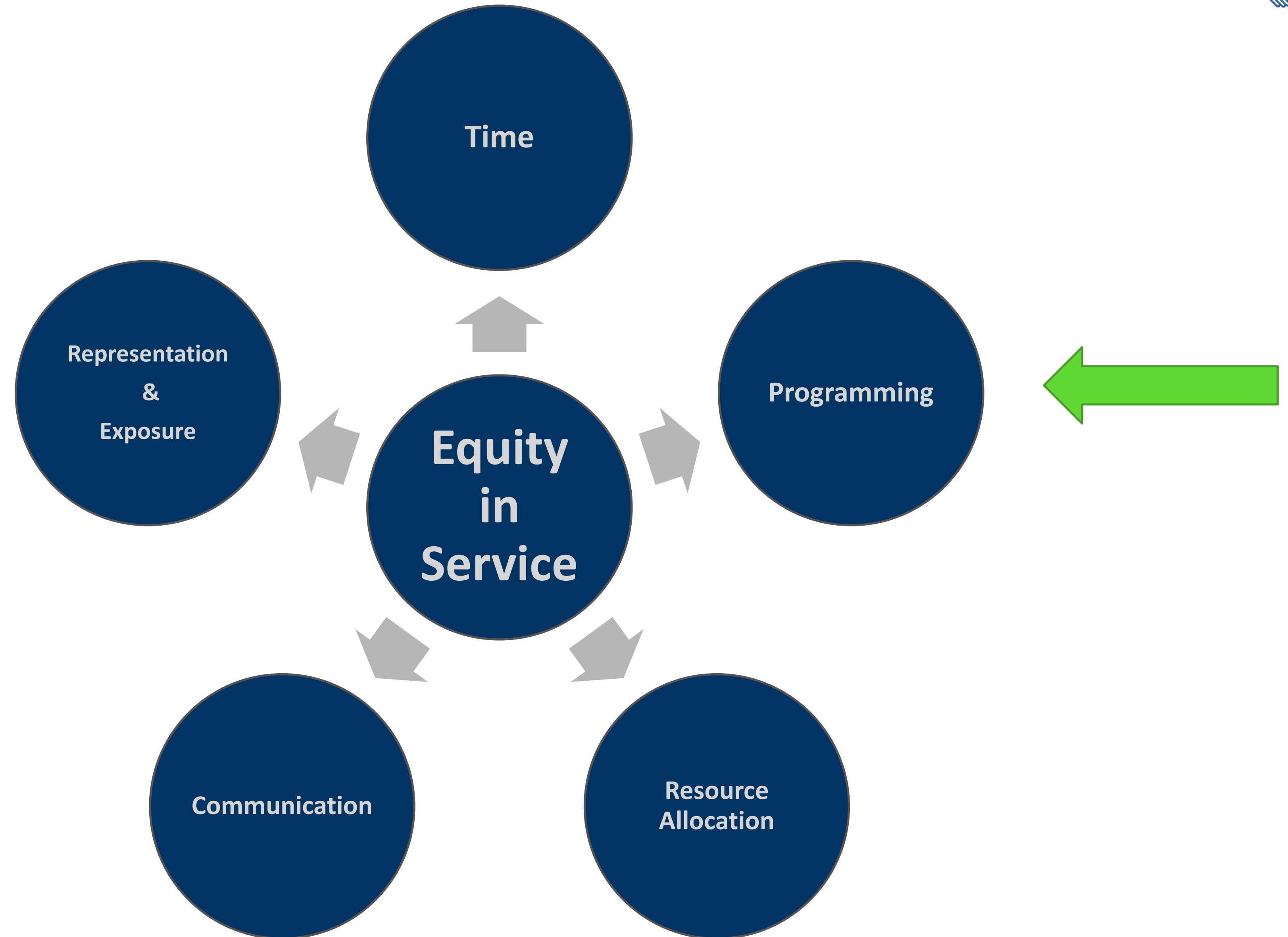


Equity in Service



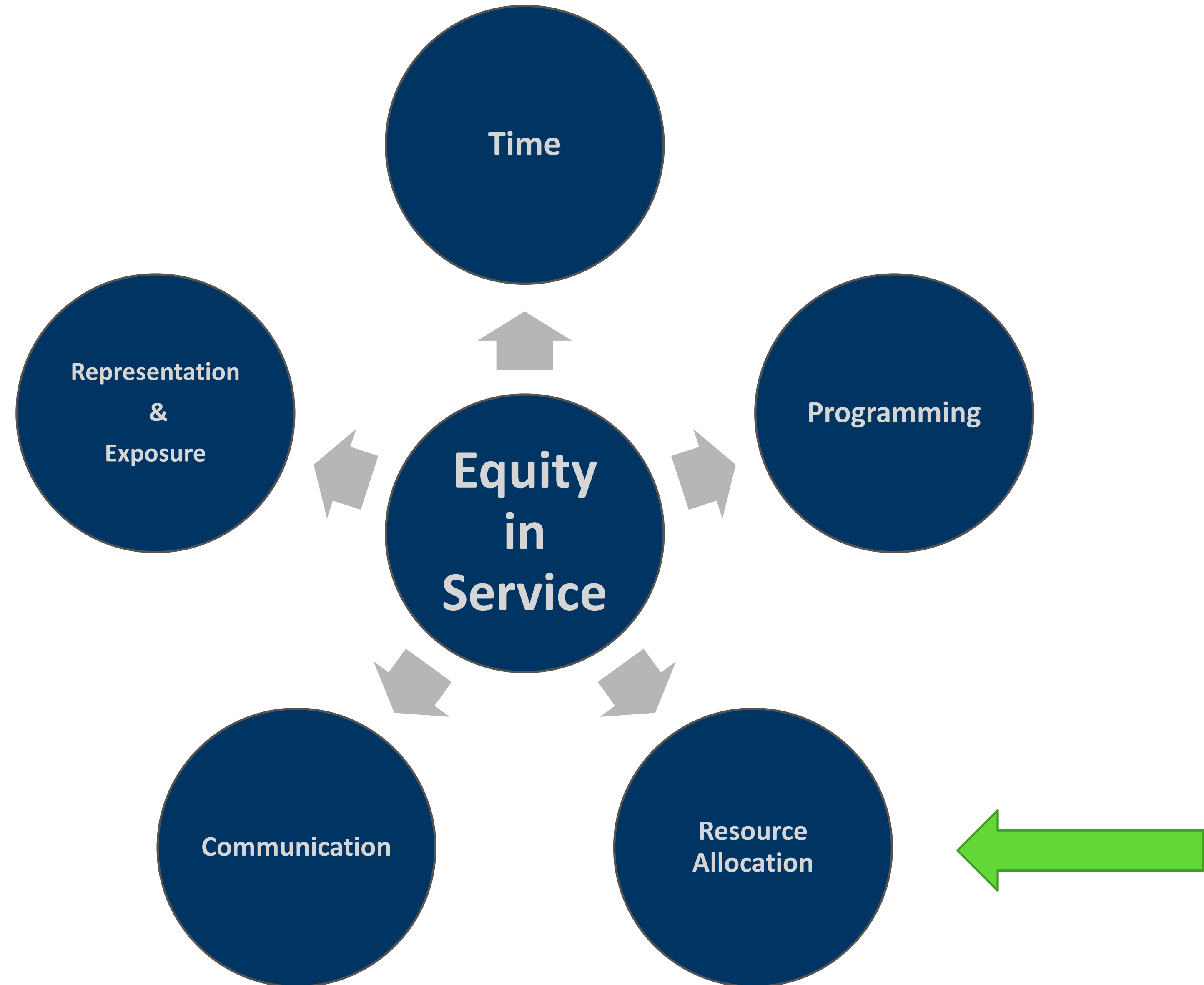


Equity in Service



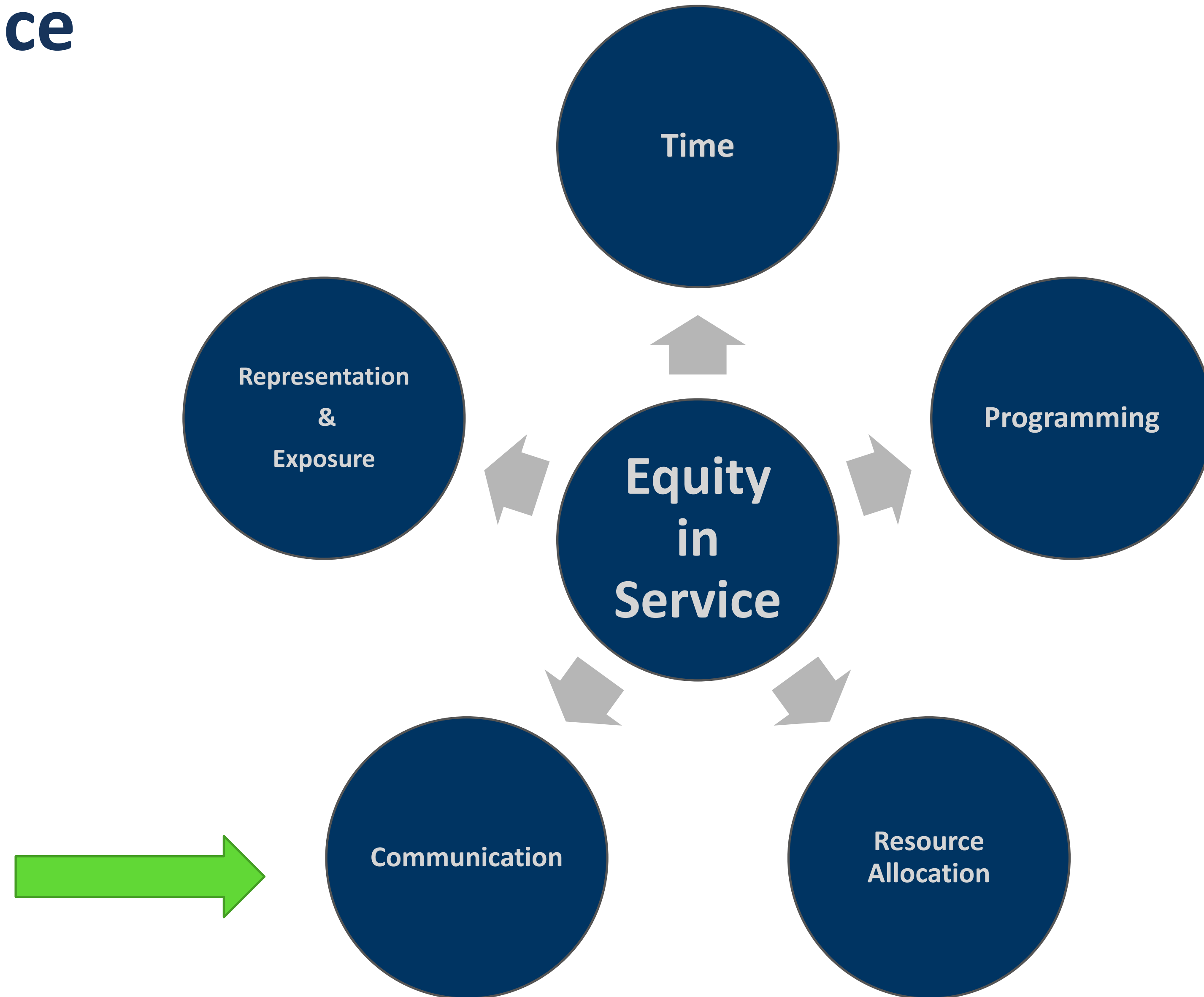


Equity in Service



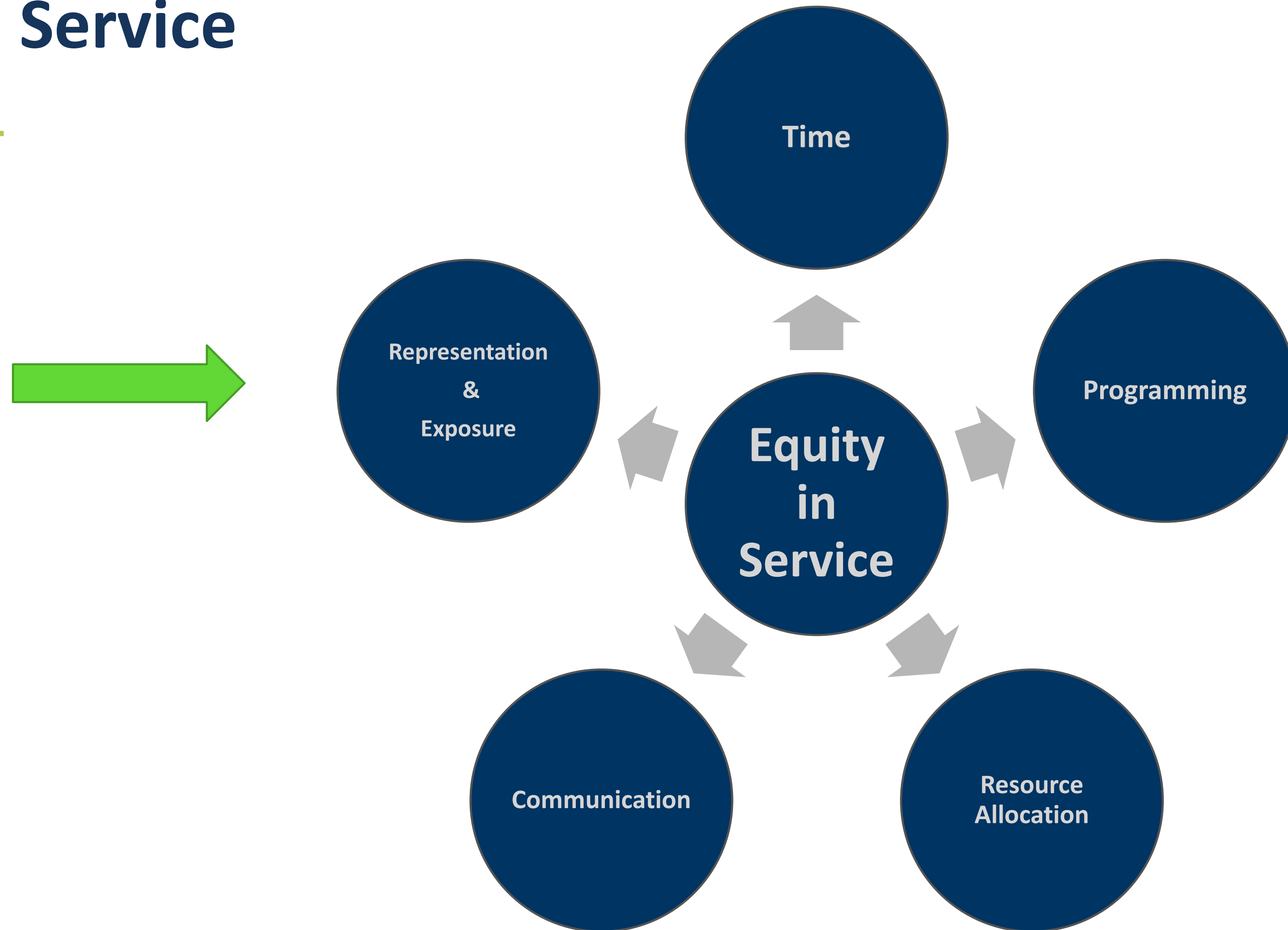


Equity in Service





Equity in Service





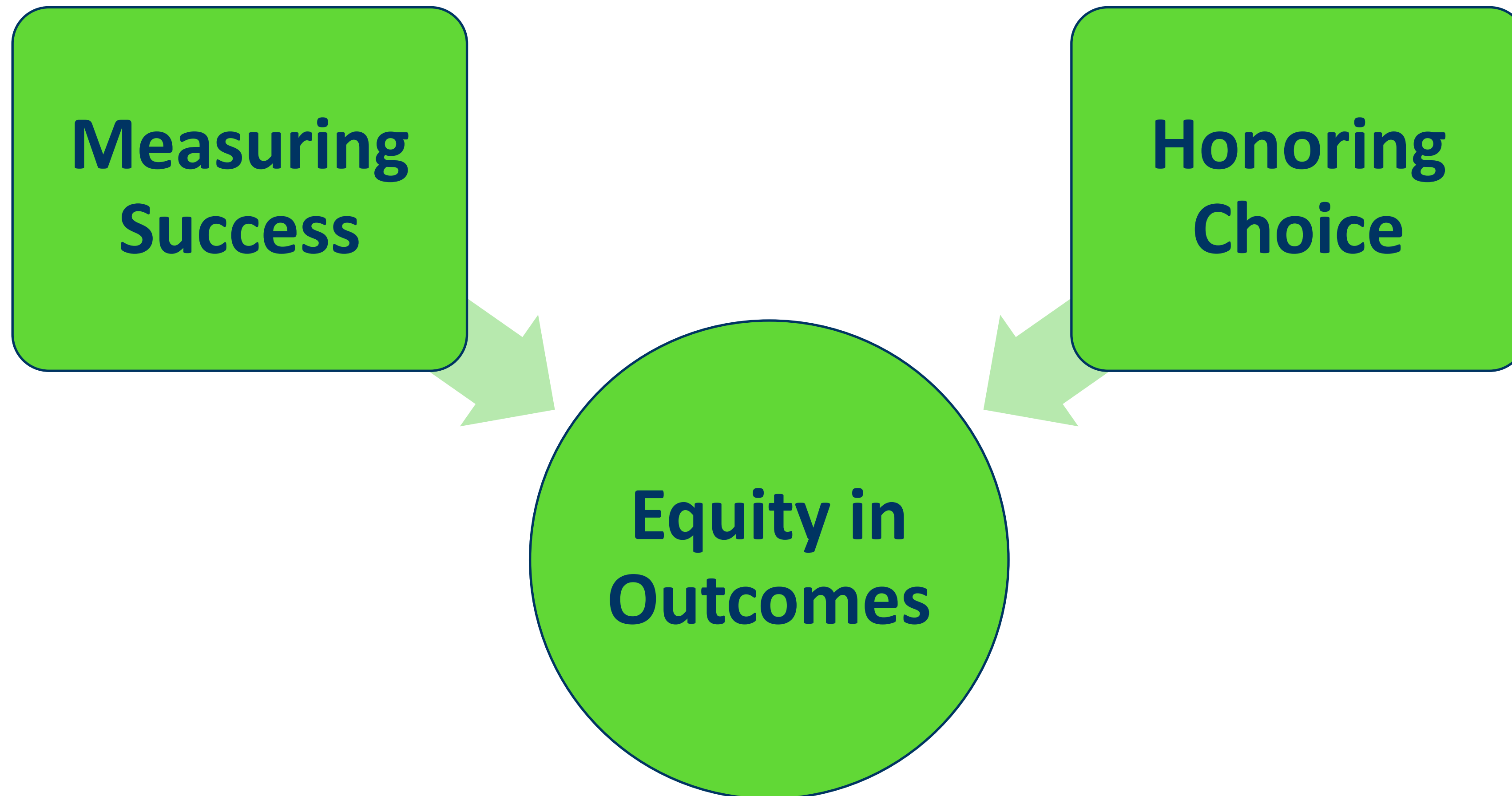
Equity in Outcomes



Do your outcomes demonstrate equity (or the pursuit of equity)?



Equity in Outcomes





Let's Poll

What does success “look like” for your program?

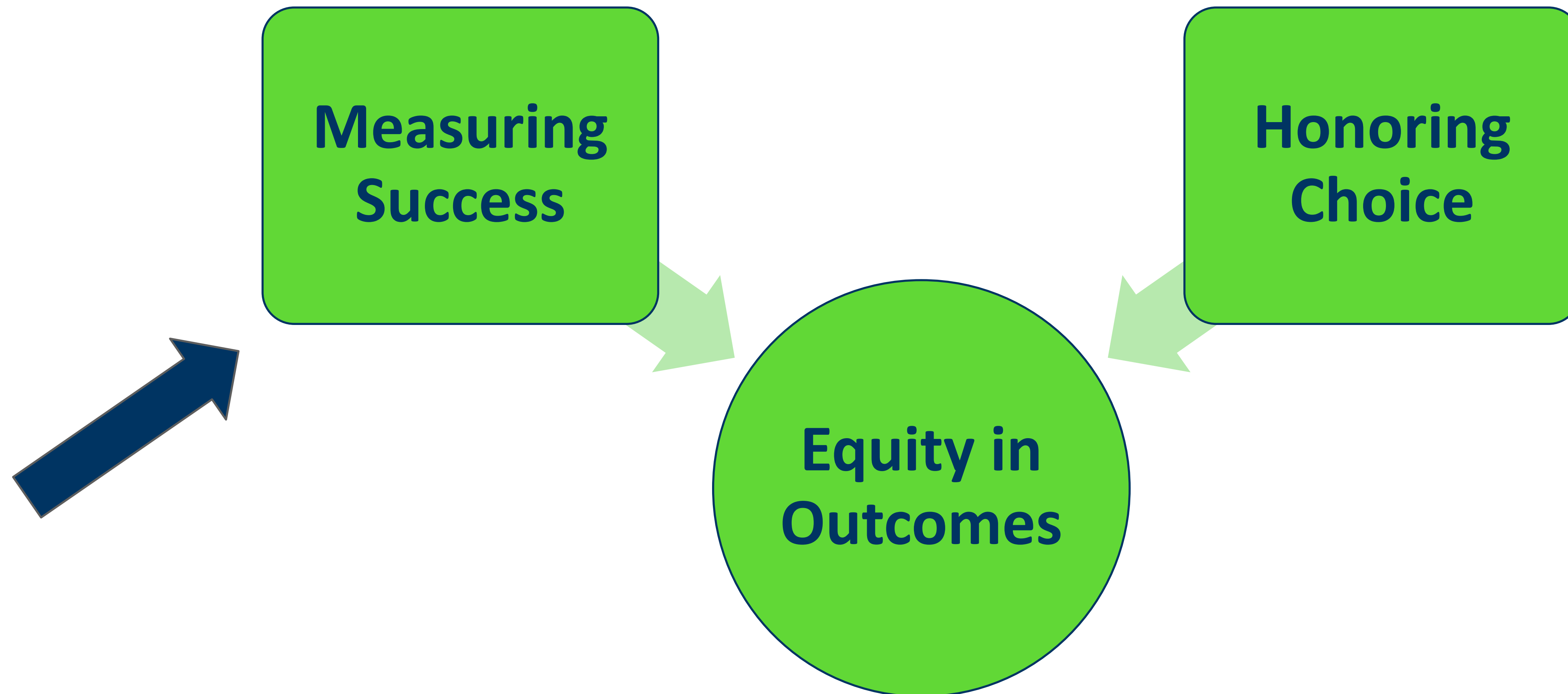
- Graduation Rates
- Acceptance Rates
- Matriculation Rates
- Unsure
- Other



What does success "look like" for your program or office?

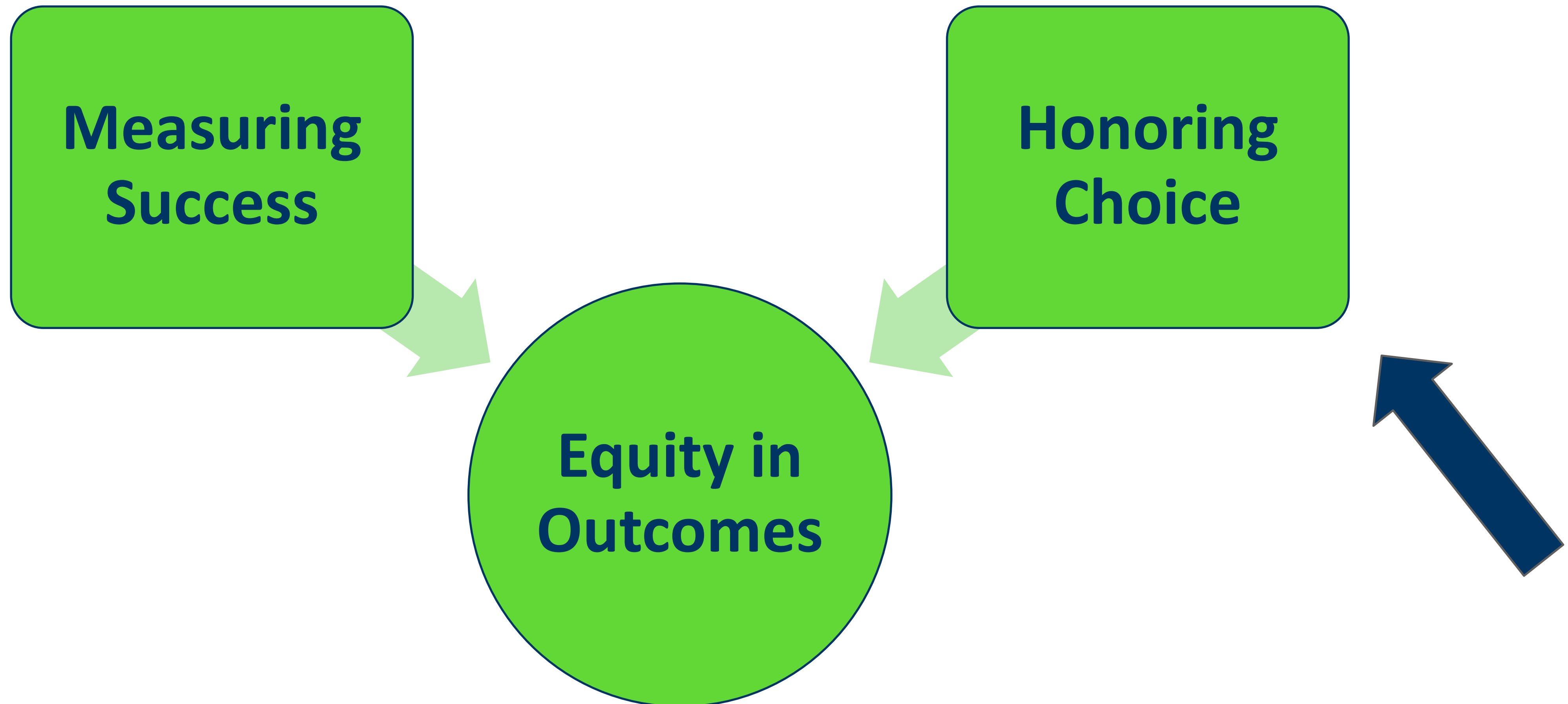


Equity in Outcomes

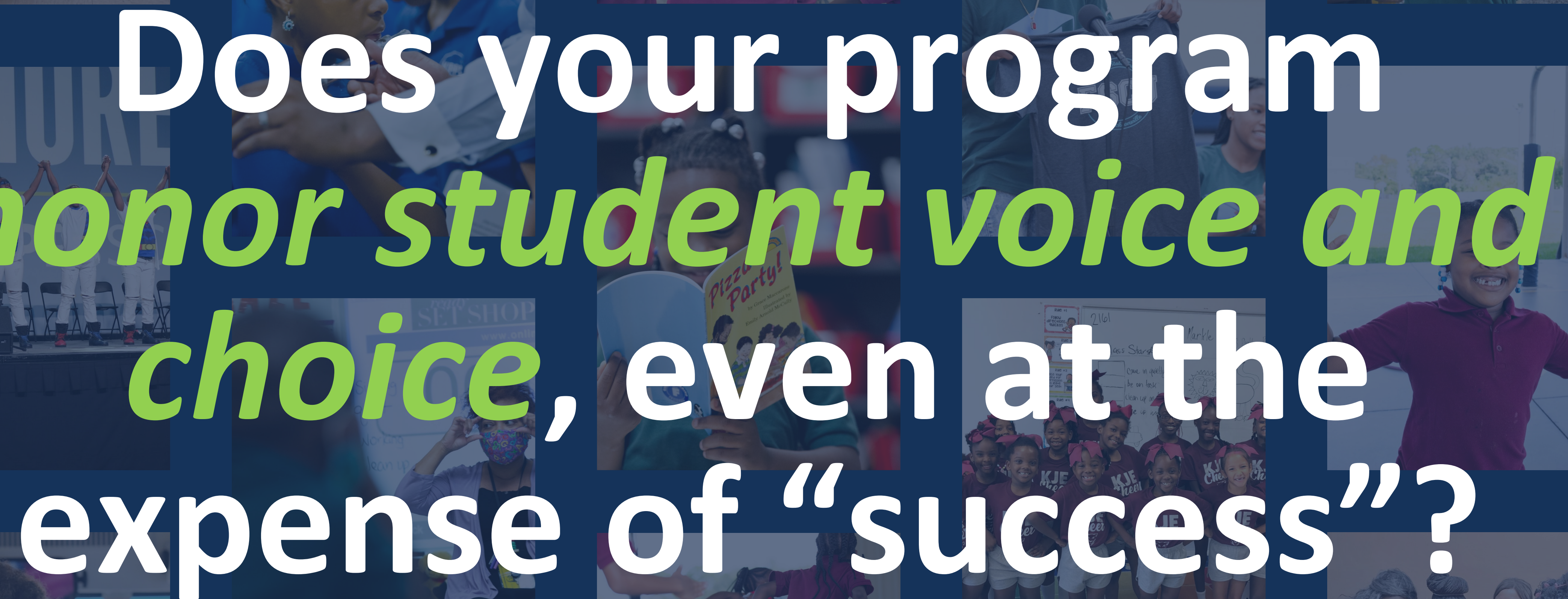




Equity in Outcomes



[illegible]



Does your program
*honor student voice and
choice*, even at the
expense of “success”?

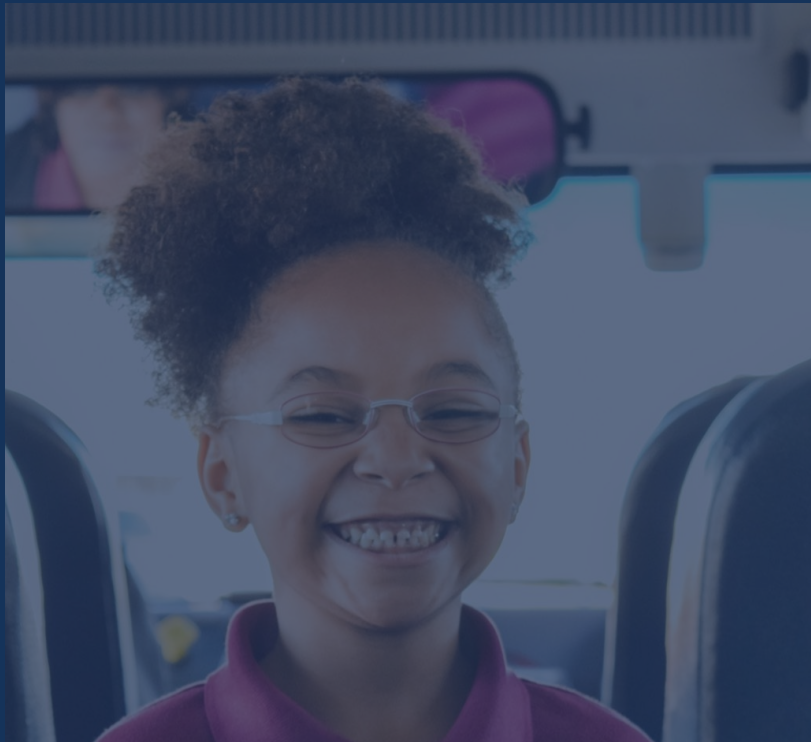
A woman with curly hair, wearing a purple cardigan over a black top and a colorful patterned face mask, is sitting in a classroom. She is making a peace sign with both hands near her eyes. In the foreground, the back of a child's head wearing a green shirt is visible. The background shows a whiteboard with handwritten text: "I can connect", "I can listen", "Sitting quiet", "Working", "Clean up", and a large digital clock showing "00:00:00".

Reflections and Questions



Let's Stay in Touch

- **Dr. Erin Almond**
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- **Mr. Ricky Glover**
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 - @rashidgwilliams (twitter, Instagram)



Thank You!



Content Slide

Text Here...



Contrast Content Slide

Point 1

Text

Point 2

Text



Table Slide

| Header | Header | Header |
|--------|--------|--------|
| Text | | |
| Text | | |
| Text | | |

Multi-topic Slide



Topic 1

Text

Topic 2

Text

Topic 3

Text



Transition slide 1



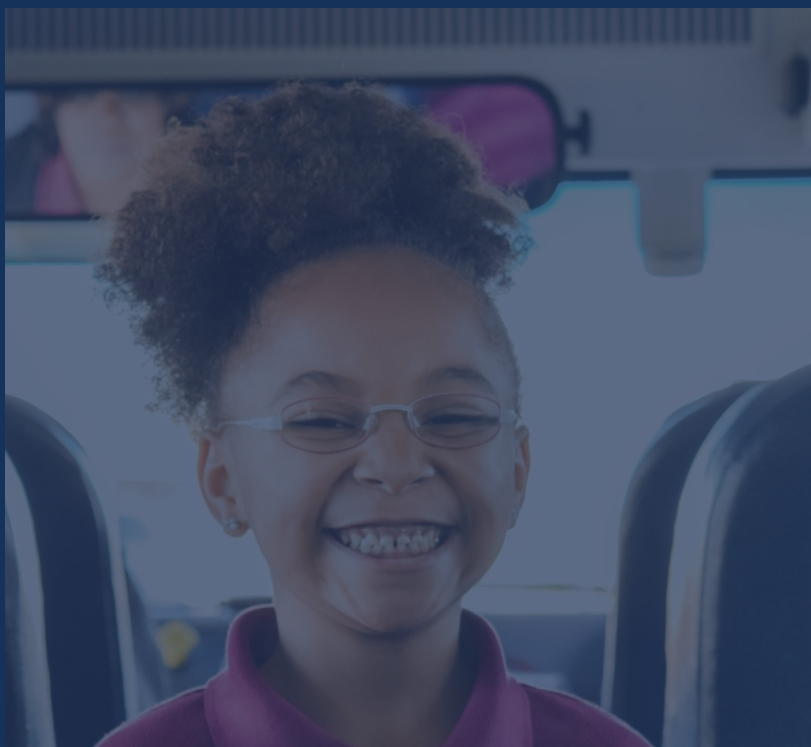
Transition slide 2

A photograph of a classroom where several students are seated at desks, each with a laptop. One student in the foreground is wearing large headphones and looking at her laptop. Another student in the background is also looking at a laptop. The room has bookshelves filled with books and colorful storage bins. The text "Transition slide 4" is overlaid in white on the image.

Transition slide 4



Section Break





KIPP:Public Schools

JACKSONVILLE

