



## Realtors Webinar: Intentional Integration Initiative (III) Summation

Dr. Ronald G. Taylor, Superintendent of Schools | Wednesday, June 2, 2021



[www.somsd.k12.nj.us](http://www.somsd.k12.nj.us) | *A District that celebrates students, community and diversity*

# Purpose

---

To share a brief overview of the SOMSD's Intentional Integration Initiative (III) Framework with the SOMA Realtor Community

- + Brief Overview on III Project & Construction
- + III Methodology Framework
- + III Algorithm, Criteria, Summary & Timeline
- + Q & A

## **Previous Public Presentations 2019-2020 school year**

- + January 8, 2020- Equity in Integration Symposium
- + February 4, 2020- Equity in Integration Discussion (Elementary Staff)
- + February 19, 2020- Intentional Integration Initiative Community Town Hall
- + April 2020- Intentional Integration Initiative Digital Update (Webinar)
- + June 2020 - Intentional Integration Initiative Summation & Board Approval

# Integration Process & Implementation

---

- We know that our Intentional Integration work is of the highest priority. Our construction plan allows for us to add capacity and balance buildings/class-sizes in the very near future.
- Part of our research and planning included the creation for a solution for the ‘spontaneity’ of construction.
  - We have already experienced construction delays that are outside of our control (code review analysis that impact bidding timelines etc.);
  - We would be naive to not anticipate and prepare for possible further delays (that are outside of our control);

## Racial Breakdown District vs Elementary Schools (cont.)

| School   | W             | B             | H     | A     | I     | P     | M      | Total   | Free/<br>Reduced |
|----------|---------------|---------------|-------|-------|-------|-------|--------|---------|------------------|
| CLIN     | <b>62.30%</b> | <b>17.40%</b> | 5.50% | 6.30% | 0.00% | 0.00% | 8.60%  | 100.00% | 14.40%           |
| JEFF     | <b>63.60%</b> | <b>17.10%</b> | 2.40% | 4.20% | 0.00% | 0.20% | 12.50% | 100.00% | 8.10%            |
| MARS     | <b>61.00%</b> | <b>17.20%</b> | 1.40% | 2.50% | 0.20% | 0.40% | 17.40% | 100.00% | <b>8.70%</b>     |
| SB       | <b>23.10%</b> | <b>55.90%</b> | 3.80% | 2.20% | 0.20% | 0.20% | 14.60% | 100.00% | <b>42.90%</b>    |
| SM       | <b>64.30%</b> | <b>11.30%</b> | 2.30% | 4.30% | 0.00% | 0.20% | 17.60% | 100.00% | <b>3.60%</b>     |
| TUSC     | <b>70.00%</b> | <b>12.90%</b> | 2.80% | 2.20% | 0.00% | 0.00% | 12.10% | 100.00% | <b>6.90%</b>     |
| District | 55.30%        | 25.90%        | 3.70% | 3.70% | 0.10% | 0.10% | 11.10% | 100.00% | 15.80%           |

# Planning

We acknowledge and understand that change in school design and methodology can cause anxiety and angst for students, families and staff members...

**To this end, while planning, we have been very mindful of the impact of these 'generational' changes including:**



|                          |  |   |
|--------------------------|--|---|
| 1. Sibling Preference    | 2. Transportation concerns                   | 3. Students w/ special needs  |
| 4. Aftercare consistency | 5. Systemic pacing of initial implementation | 6. Annual review of guidelines and holistic implementation of goals |



# Framework....

---

## Intentional Integration Initiative (III)

Our plan includes a *pacing of implementation*, **beginning with the rising kindergarteners of September 2021 (yr 1)**. We believe this decision both controls for construction unknowns and de-escalates what we know is currently the #1 parental concern. This will allow us to also do this work very well (registration/assignment etc.) with what could be considered a pilot approach. **Next we would apply our algorithm to rising 6th graders and kindergarteners for September of 2022 (yr 2).**

# Framework....

---

## Intentional Integration Initiative (III)

We are utilizing a Berkeley Algorithm\* approach, inclusive of census data (**parental education, parental income and race**) because we believe that it has the highest potential for success for our District. It also allows for us to implement best practice -instructional designs that meet the needs of our students with IEPs and 504s.



# Berkeley Attendance Zone and Diversity Formula

---

## Attendance Zones

The District will continue to be divided into three elementary school attendance zones. Students who reside in a given zone will continue to have priority to the schools in their zones. The District will periodically review the zone boundaries to assess whether because of housing patterns and population changes they continue to provide student diversity and appropriate seating capacity.

## COMPUTATION OF DIVERSITY

In order to devise the composite diversity map, **we divided the City of Berkeley into 445 “planning areas”** (See planning areas map in the Appendix). Since 1990, we have been using this scheme of geographic divisions, which is much smaller than census tracts but larger than city blocks; typically each planning area is between 4 – 8 city blocks. The three diversity composite factors are derived in the following manner:

I. Parent Income Level

II. Parent Education Level

III. Race and Ethnicity: Percentage of Students of Color

Each year in preparation for kindergarten enrollment, sensitivity will need to be given to the analysis of developing trends or significant shifts in housing patterns or community development projects that may alter the makeup of a given planning area. The supporting software allows for modifications should these circumstances occur over time. Staff would then bring to the Board proposed revisions to the plan in order to maintain the policy goals.

### “Composite Diversity Average” = IV. Composite Diversity Map

The three diversity factors detailed above are then combined to yield an integer “classification” category limited to values 1, 2 and 3 (See composite diversity map in the Appendix). Because each diversity factor varies in the manner in which it is measured, it must be linearly transformed from these disparate outcome spaces to a common outcome space (a decimal value between 1.0 and 3.9). The three diversity factors are then “mapped” using the following equation:

$.33 \times (2. + (\text{Parent Income Level} - 34000) / (70000 - 34000)) +$

$.33 \times (2. + (\text{Parent Education Level} - 3.4) / (4.1 - 3.4)) +$

$.33 \times (2. + (70 - \text{Percent Students of Color}) / (67 - 30))$

# Framework...

---

## Intentional Integration Initiative (III)

Our algorithm will weigh proximity to schools to assist in minimizing the escalation of transportation cost. We will also weigh sibling preference, parental education level; parental income and race.

---

# **Middle Schools Integration (6th graders 2022)**

# Middle School Outcomes (MMS vs SOMS)

- + While the demographic differences between our Middle Schools are not as broad as our Elementary Schools. There is a significant difference seen when comparing the student populations.
- + Our Middle School racial (between 3% and 7%) and socioeconomic disparities (9.6%) are addressable in this plan.

| SCHOOL   | White | Black | Hispanic | Asian | Am-Indian | Pacific<br>Islander | Multi-Race | Total | Free/Reduced |
|----------|-------|-------|----------|-------|-----------|---------------------|------------|-------|--------------|
| MMS      | 432   | 260   | 45       | 25    | 2         |                     | 65         | 829   | 169          |
| SOMS     | 436   | 194   | 27       | 35    | 1         | 2                   | 89         | 784   | 85           |
| DISTRICT | 3998  | 1880  | 299      | 273   | 12        | 8                   | 768        | 7238  | 1042         |

| SCHOOL   | White | Black | Hispanic | Asian | Am-Indian | Pacific<br>Islander | Multi-Race | Total  | Free/Reduced |
|----------|-------|-------|----------|-------|-----------|---------------------|------------|--------|--------------|
| MMS      | 52.1% | 31.4% | 5.4%     | 3.0%  | 0.2%      | 0.0%                | 7.8%       | 100.0% | 20.4%        |
| SOMS     | 55.6% | 24.7% | 3.4%     | 4.5%  | 0.1%      | 0.3%                | 11.4%      | 100.0% | 10.8%        |
| DISTRICT | 55.2% | 26.0% | 4.1%     | 3.8%  | 0.2%      | 0.1%                | 10.6%      | 100.0% | 14.4%        |

# SOMSD III Summary, Timeline and Next Steps



# Intentional Integration Initiative (III) Summary

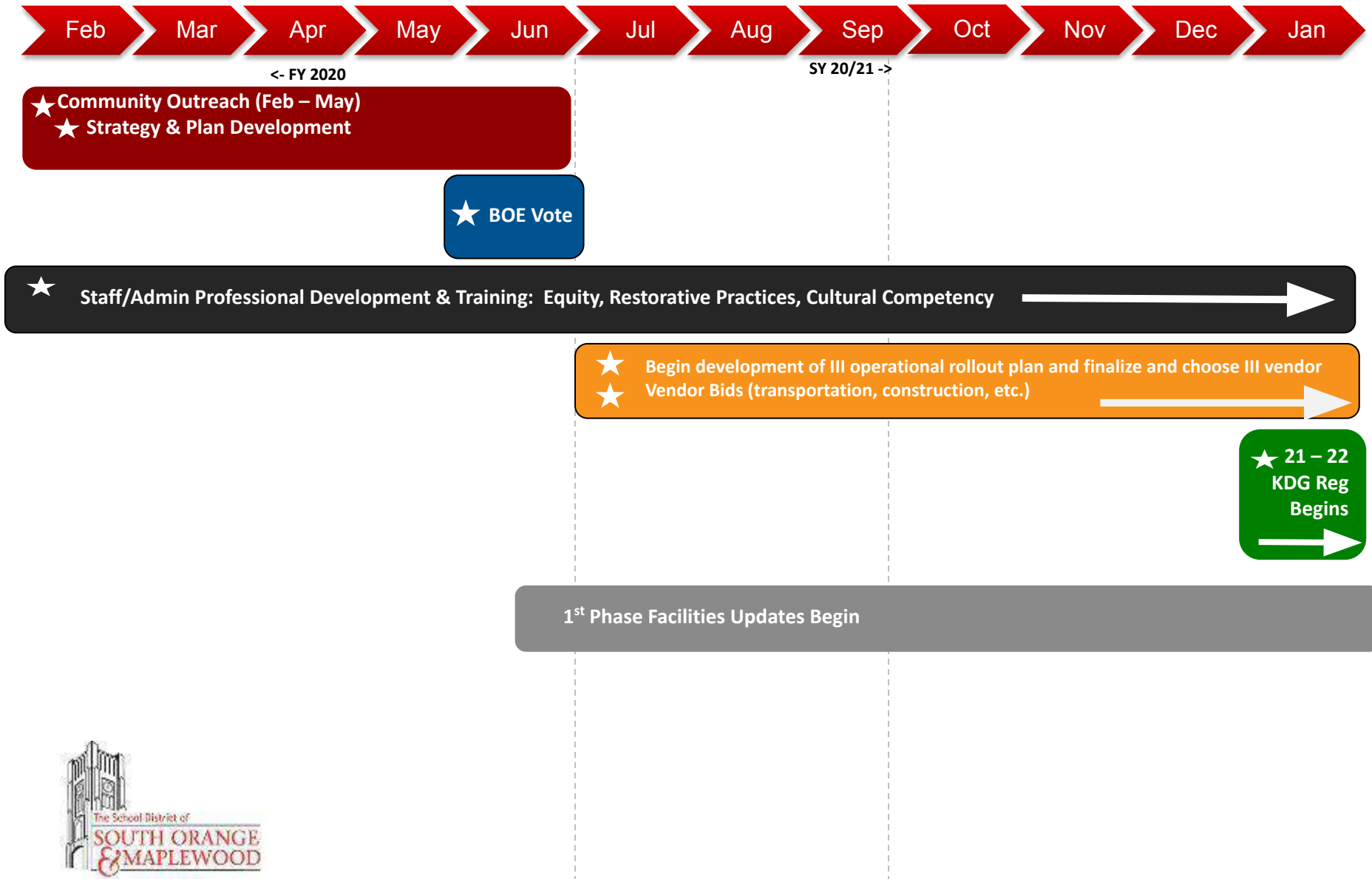
---

## + Highlights include:

- Untethering our Intentional Integration Initiative from our Construction efforts, due to the innate spontaneity of construction.
- Utilizing a modified Berkeley Approach for our Integration methodology which includes:
  - Developing an algorithm that creates micro-neighborhoods and utilizes variables:
    - Parental Education Level;
    - Parental Income;
    - Race;
    - Sibling Preference; and,
    - Proximity
- Pacing of our Integration with a Pilot of the Kindergarteners entering our District in September of 2021.
- Year 2 of the III would address the next group of Kindergarteners entering our district in September of 2022, as well as 6th graders entering middle school that year.

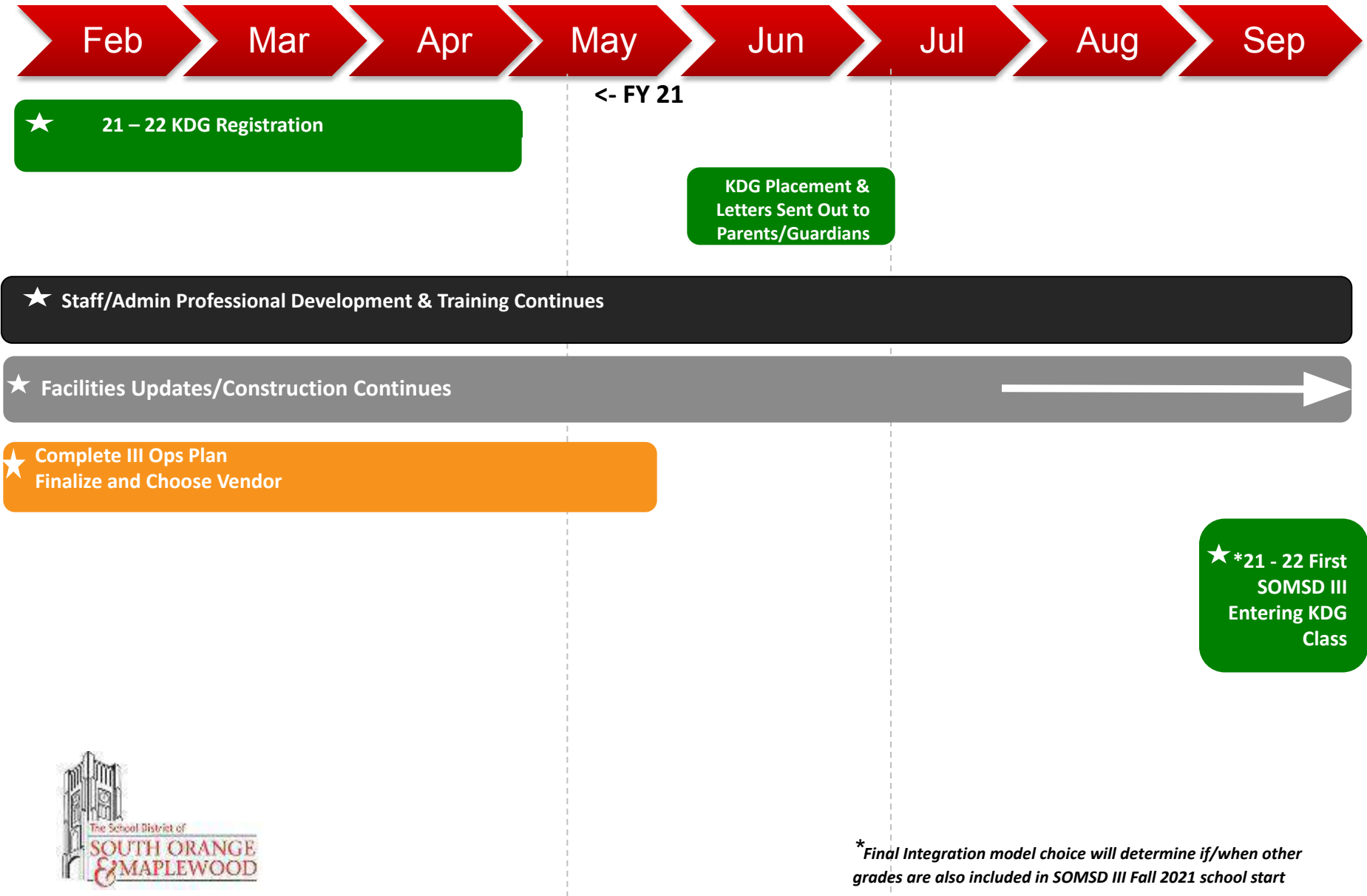


# FYM – Project Plan: Key Dependencies (FY20 – FY21)





# FYM – Project Plan: Key Dependencies (FY21)



# Latest District Updates on Intentional Integration Initiative

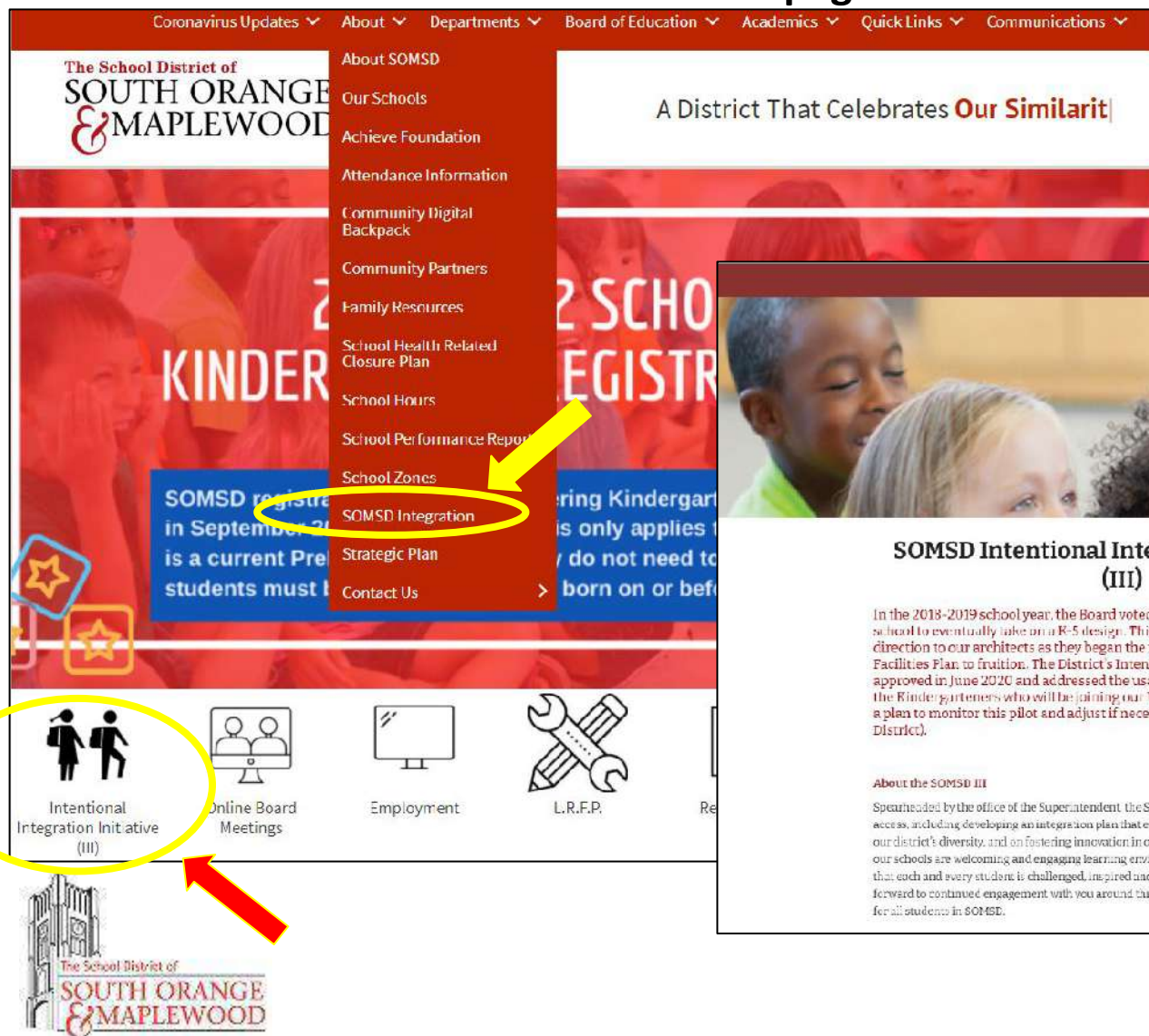
---

- The Board and Community recently received an update on our algorithm. The Board supported utilizing the Consultant recommended 5% variance setting. This was a part of a simulation conducted utilizing our current kindergarten enrollment.
- The Board and Administration have revised several policies that are impacted by this work, including, Transportation, Transfer etc.
- We have prepared our Transportation Routes (District-wide) to be re-bid, this includes potential routes for our Kindergarteners impacted by Intentional Integration.
- The District has provided our consultant, the Alves Group, the incoming Kindergarten and Preschool student information. The preschool providers have reviewed the existing preschool students grades to confirm the data. We are expecting to notify parents/guardians of their kindergartener's placement by the end of June.



# SOMSD III MICROSITE: [bit.ly/SOMSDIII](https://bit.ly/SOMSDIII)

From the District Homepage:



[bit.ly/SOMSDIII](https://bit.ly/SOMSDIII)

