

# Equity Lens

## North Powder Integrated Grant 2023

### Procedural Questions

1. ***Does this fit with our mission and vision?***

Yes- the SIA grant outcomes fit within the North Powder Charter School's mission. The mission of North Powder Charter School is to provide for all students--the educational excellence for promotion of skills, self-esteem, life-long personal growth, and the fundamental knowledge for becoming responsible citizens in partnership with parents and community.

2. **Who does it impact?** All students in Pre-K through 12 grade, staff, and our community.

- **Are all groups considered?**

- low income
- struggling math students
- higher engagement with hands-on courses
- Special Education students
- chronically absent students
- Gender
- ethnicity

- **Who are the racial/ethnic and underserved groups affected?**

- high poverty
- SPED
- ELL
- Native American/African American

- **What are the potential consequences - intended or unintended?**

- increased attendance
- increased academic achievement
- Desire to attend or be at school because classes fit needs of students
- New classes become overloaded; high-achievers begin to fill classes designed for specific populations
- Scheduling issues
- Career counseling to guide students

**3. What barriers exist?**

- **Are we considering mandated, political, emotional, financial, programmatic, or managerial constraints?**
  - Low student population could skew outcomes with one or two students who are unsuccessful.
  - mandated classes from the state in scheduling for students
  - Continuing to offer courses/teachers if funding from state is reduced
  - stable form of state funding to provide consistency
  - time constraints (managerial)

**4. How are stakeholders engaged?**

- **Are voices of each affected community group represented?**
  - community wide survey on school website, social media
    - all calls were made to remind all family and staff members
  - Newsletter- sent to ALL families AND ALL North Powder residents
  - Staff input from NPEA and from regular staff meetings and staff survey
  - Student input from grade-band assemblies and student survey
  - Improvement Committee made up of community members, certified staff, classified staff, administration, and parents.

**5. Is the decision reasonable?** Yes, all groups that were engaged had input that was considered for the final decisions; and the final decisions were made by a cross-section of stakeholders.

- **Does the decision fit our context?**
  - Yes; however we would need to look at the long-term outcome to see if desired outcomes ultimately fit the context.
- **Is there data to support the decision? Is the data reliable and valid?**
  - yes, yes
- **Can the decision be sustained?**
  - as long as funding remains available for the new programs, materials, and positions being created from the grant
  - the hope is the grant will provide the stable funding needed to keep these goals sustained