



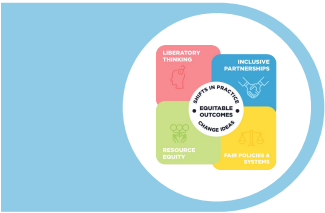
CPS Equity Framework

5-year Impact Report



“Creating and Sustaining Equity at the Individual, School, and District Level”





“Equity work did not begin with the Office of Equity; equity has been a priority for many stakeholders across the system.”



CPS Vision

Every student will experience high-quality, culturally responsive learning; develop the competencies of the CPS Graduate Profile; and be prepared for postsecondary success.

Office Mission

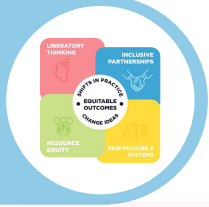
The Office of Equity develops, supports, implements, and reports on district efforts to eliminate the opportunity gaps in education quality, policies, and supports for students and adults.



June 2016 - July 2017
The Race & Equity Working Group crafted recommendations to establish the Office of Equity.

September 2018
CPS opened the Office of Equity





LIBERATORY THINKING

To achieve equitable outcomes, we must have shared language, tools, and accountability for supporting our students and communities. Focused on our students most impacted by inequity, the CPS Equity Framework will guide our school district toward providing every youth with a great education that is grounded in the CPS Vision.

Equity is a core value of CPS, guiding our mission to remove barriers to success and provide equitable opportunities for all students. Over the past five years, CPS has launched targeted initiatives to address opportunity gaps in education quality, policies, resources, and school supports. While progress has been made, our ongoing commitment to rigorous, joyful, and equitable daily experience for all students demands continuous action to ensure every student thrives.

In 2019, CPS formally addressed historical and recent inequities throughout the text of the CPS Equity Framework. Grounded in the principle of Targeted Universalism, the framework acknowledges that systems and structures profoundly shape students' daily experiences. It emphasizes that students' interactions with these systems vary based on their identities and life circumstances, which directly influence their experiences and outcomes in school.

RESOURCE EQUITY

FAIR POLICIES & SYSTEMS

May 2019
Launched the Great Expectations Mentoring Program

November 2019
Released the draft CPS Equity Framework

Black Student Success Plan

Addressed systemic inequities for Black students

Background:

The CPS Black Student Success Plan reflects the collective efforts of over 60 working group members who analyzed data and confronted systemic inequities affecting Black students.

Through eight community roundtables engaging more than 500 participants and focus groups with 375 stakeholders, CPS gained actionable insights to drive meaningful change and advance equity for Black students across the district.



Opportunity Index

Redefined resource allocation

Background:

The CPS Opportunity Index has redefined resource allocation across the district by using data-driven insights to prioritize equity.

This innovative tool identifies schools and communities with the greatest need, ensuring resources (time, people, and funding) are distributed equitably to address opportunity gaps and create opportunities for all students to thrive.



December 2019

Co-created the CPS School Board Policy Process and guidance document.

May 2020

Finalized the CPS Opportunity Index Prototype.

Applying the CPS Equity Lens

School Board Policy Process

Created a comprehensive policy process - Focused on policies to advance equity

Background:

The Office of Equity has supported transforming the School Board Policy process to be more inclusive and equitable, embedding an equity lens into every step.

By partnering with policy owners across the district, the Office has focused on advancing equity-driven policies that foster meaningful opportunities and outcomes, ensuring every student and community benefits from intentional and inclusive decision-making.



Professional Learning

Equity-driven professional learning

Background:

The Office of Equity provides high-quality professional learning that empowers district stakeholders to deepen their understanding of the CPS Equity Framework.

By fostering connections to their work, participants translate learning into actionable change, driving more equitable decisions and outcomes for students and families across the district.

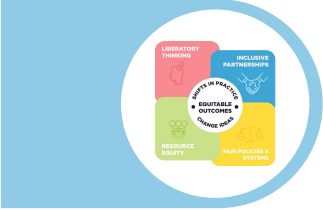


August 2020

Released the interactive CPS Equity Framework and launched the Equity website

July 2021

The CPS Opportunity Index was one of four tools used to allocate 1.7 billion of the Elementary & Secondary Education Relief Funding I (ESSER)



Building Equity Together: Five Years of Progress in the CPS Equity Framework

Data-Driven Impact

The **CPS Equity Framework's** measurable outcomes demonstrate the significant progress made toward equity across the district.

Below are key metrics that reflect the impact

20,000+

Stakeholders engaged in professional learning sessions **since 2018.**

89%

of participants found that Equity Professional Learning deepens their understanding of the **CPS Equity Framework.**

\$1.8

Billion **CARES Act funds** allocated using the Opportunity Index to ensure equitable resource distribution.

97

GEM alumni completed the program, with 52 receiving promotions, including 32 internal CPS promotions.

Dec 2024

Culturally Responsive Education and Diversity (**CRED**) Policy - adopted by the Board of Education.

Equity-focused tools like the **Opportunity Index** guided

Placement

of **400** custodians.

Allocation

of **100** additional counselors.

Distribution

of **\$1.7** billion in ESSER funds.



June 2023
Obtained Board approval of the Naming, Renaming Policy Revision.



December 2023
Launched the Black Student Success Working Group

The **CPS Equity Framework** has transformed experiences for students, educators, and community members. Below are stories that highlight its impact.

Student Design Lab 2022

Students will always be the ones most informed about the issues affecting their own lives and their needs. Their voices need to be heard to create equitable policies that serve them.

Dawn Ramos (GEM Alumni)

GEM gave me the tools and confidence to grow as a leader in CPS. Since joining the program, I've been named a CPS Gamechanger and continue to drive change in my school.

Marla Reid, Principal at James Farmer Jr. Elementary

The Office of Equity was paramount in supporting us in changing our school's name to one that represented our community and ideals, James Farmer, Jr. Elementary School, after the founder of the Congress of Racial Equality.

Dr. Ethan Nettlestrom, Chief of Schools, Network 6

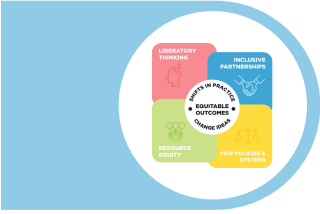
Partnering with the Office of Equity has improved the ability of the network team to better understand and implement the Equity Framework and make better use of Liberatory Design. Focusing on Targeted Universalism with our school leadership teams has been a huge leverage point as our network seeks to disrupt historical inequities and support the strengths and needs of our schools while prioritizing students furthest from opportunity. The collaboration with the Office of Equity helps to make our vision more of a reality each day.

November 2024

Established the Opportunity Index Working Group to validate indicators and update the tool.

December 2024

Obtained Board approval of the Culturally Responsive Education and Diversity policy.



The **CPS Equity Framework** has not only transformed CPS but also inspired change across other districts and organizations.

Informed Departments

- **Arts Education:**
Integrated equity into curriculum design.
- **Teaching & Learning:**
Launched new teacher induction and mentoring programs focused on equity.
- **Office of Network Support (ONS):**
Leveraged the framework for resource allocation.

Influence Beyond CPS

- **National Impact:**
Districts across the country have adapted the CPS Equity Framework to guide their strategies.



February 2025
Hosted the 5-year celebration/ Launch of the Black Student Success.

Key Initiatives

- **Great Expectations Mentoring Program:**
Over 97 alumni, 52 promotions, and ongoing support for leadership development.
- **Black Student Success Working Group:**
Hosted 8 community roundtables with over 500 participants.
- **Opportunity Index:**
Influenced \$2.4 billion in capital improvements to allocate even more resources based on student need.
- **Equity Data Working Group:**
Developed in 2021 by District Equity Data Strategists to support the use of the Equity Framework in data-driven decisions, and authored the resource "How to apply an Equity Lens to Data".
- **Continuous Improvement Data Transparency Advisory Group:**
Since 2019 The Office of Equity has been a part of the engagement strategy to re-image the District's approach to accountability, through the development of a new school performance policy, (CIDT), adopted in 2023.



The journey toward equity continues. CPS is committed to deepening its efforts to eliminate opportunity gaps and support all students and stakeholders.

Future Goals

- Expand support, resources, and integration of the Black Student Success Plan
- Broaden professional learning opportunities
- Strengthen Equity-Focused partnerships
- Enhance equity-focused data, accountability and policy systems and structures

Call To Action

Driving equity in CPS demands constant attention and commitment from everyone in the system and community: district leaders, district personnel, principals, administrators, support staff, students, parents, teachers, volunteers, communities, and other government agencies have a critical role to play to ensure that time spent outside school is safe and engaging for young people of all ages. Employers and others cannot see themselves as disconnected from the schools. Our neighbors, colleagues at work, customers, and business partners have a direct or indirect link to our public schools.



Learn More About
Equity in CPS

