

Naming or Renaming of Schools Policy: SY21 Revision



March 2021
CPS BOE Meeting

Without community, there is no liberation. -Audre Lorde

Agassiz School Renaming Process Timeline

**Thank you,
Principal Weber
& both the former
and current
LSC members for your
leadership.**



August 2020

Sep - Nov 2020

Nov - Dec 2020

Jan - March 2021

Principal and LSC Initiate Process

Town Halls, Community Forums, and Student Leadership

Community Polling and LSC Vote

School Philosophy and Practice Shifts, BOE Vote

The LSC added renaming to the agenda for the 8/2 LSC meeting, principal presents renaming process summary to LSC and community in early August

Teachers engage students, Local School Council/Community meetings, principal presentations on student inquiry in progress, and various surveys conducted throughout the process

Community-wide polling on student developed renaming options disaggregated by race and zip code and final LSC vote on 12/2 to select top 3 while prioritizing the community polls

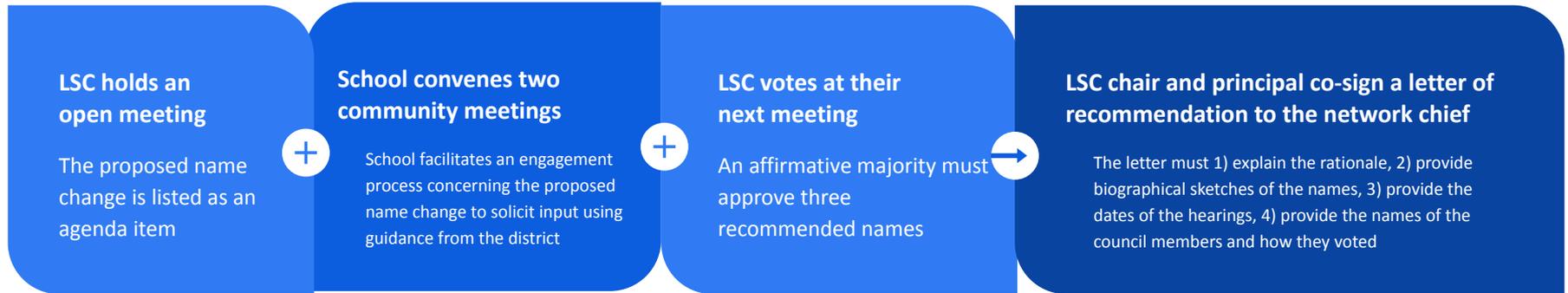
Creating equitable school community, CIWP review through Equity Framework, professional learning, curriculum alignment and planning

Changing a School's Name: Agassiz

- Through teacher instruction and student-led inquiry, classrooms build historical understanding of why and how current name promotes racism and inequity.
- Classrooms develop presentations to amplify their name nomination.
- Students present nominations to the school community.
- School community studies nominated names through community meetings and other engagements and culminate in a vote for top three names.
- School internally reviews selected names to ensure names map school values centering on equity and reflect mission and vision.
- Office of Equity in conjunction with consultant support facilitate community meetings, data synthesis, name vetting, and process requirements in partnership with school.
- School will continue to engage in professional learning and continuous improvement realignment to ensure focus on cultural responsiveness, anti-racism, and anti-bias practices.

Naming or Renaming of Schools Policy Overview (Current)

CPS has had a naming policy in place for 18 years with the following requirements:

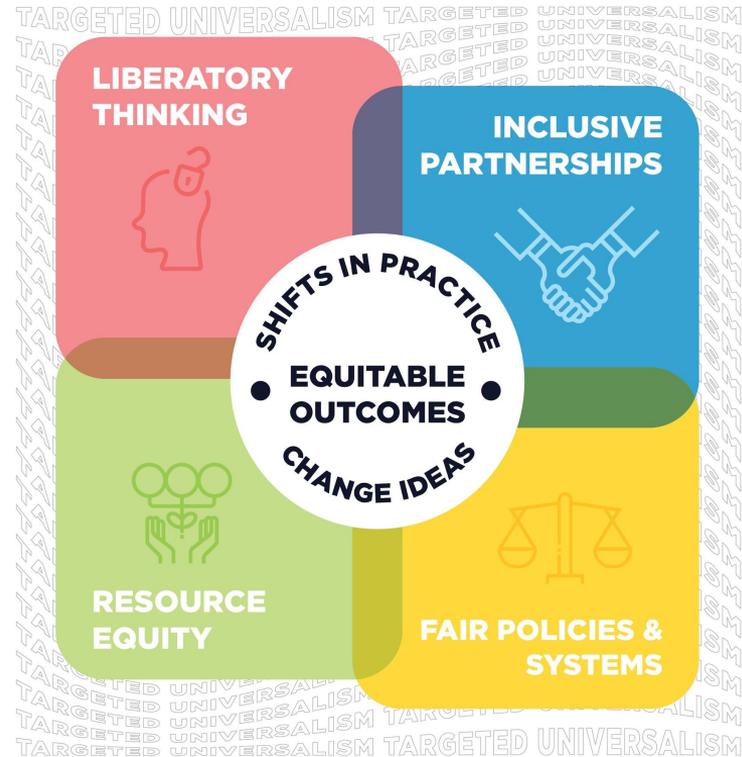


Current Policy Considerations:

- 1) Proposed names cannot include primarily religious figures
- 2) Persons must have been deceased for at least 6 months
- 3) Persons must have made significant contributions to society
- 4) Persons cannot be a relative of any employee or LSC member of the school
- 5) If approved, the new name cannot be changed for 10 years

Equitable Redesign through Engagement Infographic

The Office of Equity will lead the policy revision while modeling Inclusive Partnership practices and equity criteria expectations outlined in the [CPS Equity Framework](#) and other Office of Equity guidance.



Lessons Learned in SY21

- Sufficient time is needed for schools to engage stakeholders in the renaming process.
- School faculty, families, students, and community participation reflects a fair, inclusive process.
- Schools should prioritize student leadership and participation to ensure youth agency in selecting the name.
- Schools should create affinity spaces (i.e. BIPOC town halls) to ensure more impacted communities are heard and represented.
- Office of Equity support to vet entire process
- The process is an opportunity to focus on racial equity in the entire school beyond the name change.
- The Office of Equity's Equity Consultant, Carole Collins Ayanlaja, was a key thought leader throughout to ensure the process was respectful of all voices and experiences.
- Schools should develop an equity plan to ensure that the on-going work on anti-racist advances equity in the school and community.

Equity Goals for Policy Revision

We are centering our process in the following equity goals:

1. Ensure our updated Board Policy establishes a district equity stance and necessary oversight on the names of CPS schools aligned with our CPS Equity Framework (2020).
2. Require Inclusive Partnership work for school communities engaging in a name change prioritizing students and most impacted community members respectively.
3. Provide effective and streamlined guidance for schools, while focusing on those most impacted by structural racism and oppression, to initiate school renaming processes in SY22.

SY21 Inclusive Partnership Potential Timeline

Policy Revision Phase/Engagement Plan	Engagement Details	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Naming or Renaming of Schools Policy	Board Policy Revision Process: February to August 2021								
P2- Equity Audit and Listening Campaign	<ul style="list-style-type: none"> Equity audit of comparison district Listening campaign - focus groups, community meetings, survey, and empathy interviews. 								
P3 - Drafting and Focus Groups	<ul style="list-style-type: none"> Focus groups with schools identified through assessment CBO Organizations: MBK/Obama, Thrive, Enlace, Desi Uprising 								
P4 - Revision and Community Meetings	<ul style="list-style-type: none"> Student focused survey through SVCs; principal survey 2 community meetings with affinity by race and zip code 								
P5 - Briefings and final Inclusive Partnership work	<ul style="list-style-type: none"> Review with Memorial and Monuments Assessment Committee Briefings with CEO, COO, CEEdO → revision Final policy content due to Law on June 11th 								
P6 - Board Public Comment and Revision	<ul style="list-style-type: none"> Public comment from June 16 - July 16th Make changes based on public comment - final engagement 								
P7 - Board Vote	<ul style="list-style-type: none"> Board Vote on August 25th 								

Opportunities for Schools in SY21

Priority Schools: highest priority schools will be invited to focus groups based on names assessment.

Public Survey: survey sent to school communities to gather input on policy revision

Invite only focus groups: students and parents/caregivers who are most impacted by the policy change will be prioritized for focus groups through survey data

Community meetings: to be hosted in late April/early May

Anchor CBO engagement: Thrive Youth Advisory and others

2017 Chicago Community Area Economic Hardship Index

