

Are diverse schools better schools?

AMY HAWN NELSON

UNC CHARLOTTE URBAN INSTITUTE
INSTITUTE FOR SOCIAL CAPITAL, INC.



Our Schooling Experiences...



BEVERLY WOODS
MR. PANGLE PRIN.
MRS. WATSON
GRADE K
1984 85
HE74 704



CROSS COUNTRY
ELEMENTARY
SCHOOL
MS HAWN
GRADE 2
2002 2003



"They favor busing that takes innocent children out of the neighborhood school and makes them pawns in a social experiment that nobody wants. We've found out it failed."

– Ronald Reagan,
October 8, 1984

Source: Public Papers of Ronald Reagan, October 8, 1984

"You Were Wrong, Mr. President"

Editorial, Charlotte Observer

October 9, 1984

1990s-today

Magnet schools, 1992

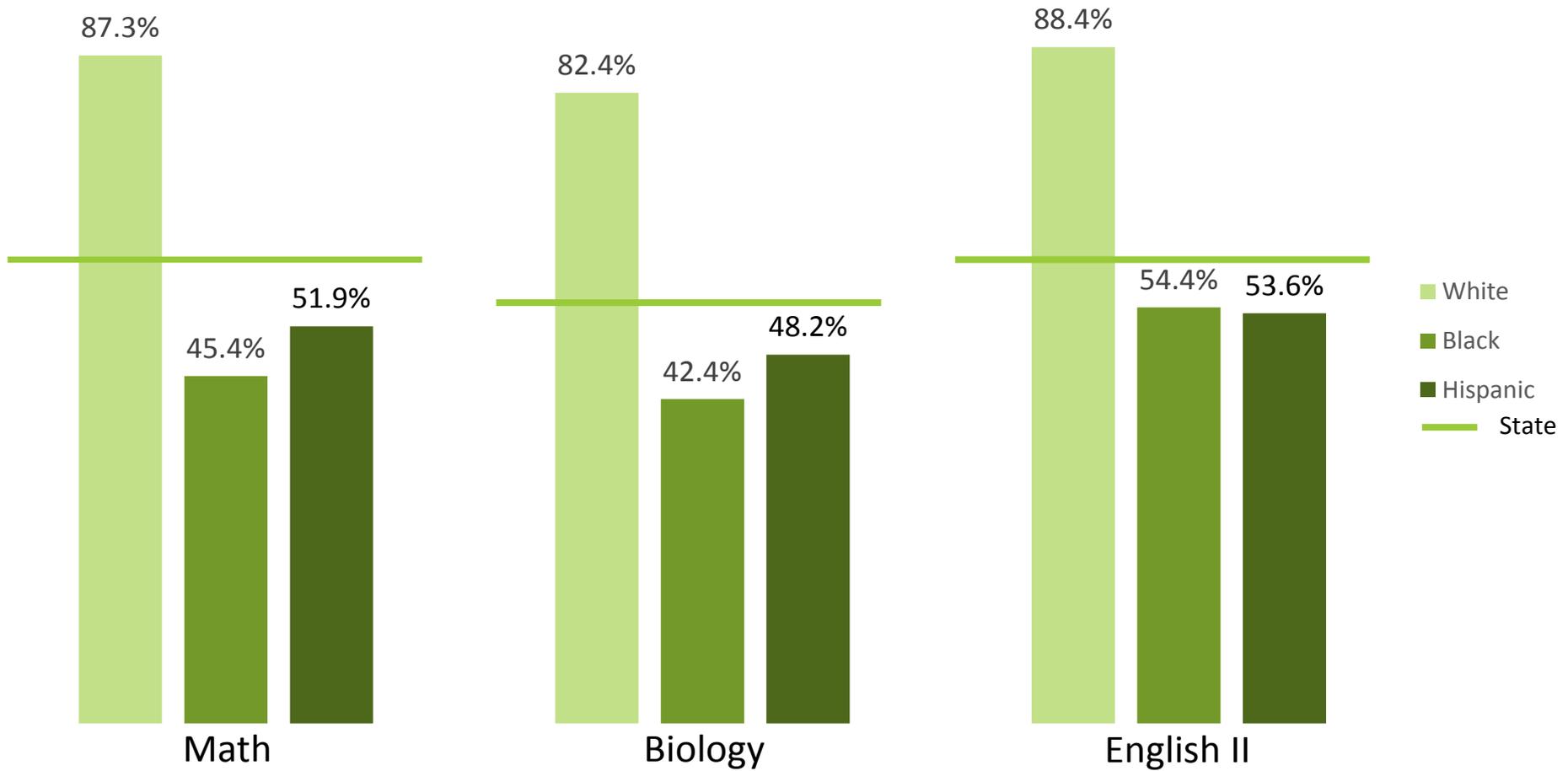
1998, US District Judge Potter reactivated the Swann case and consolidated with Capacchione.

Capacchione v. Board of Education (2001)

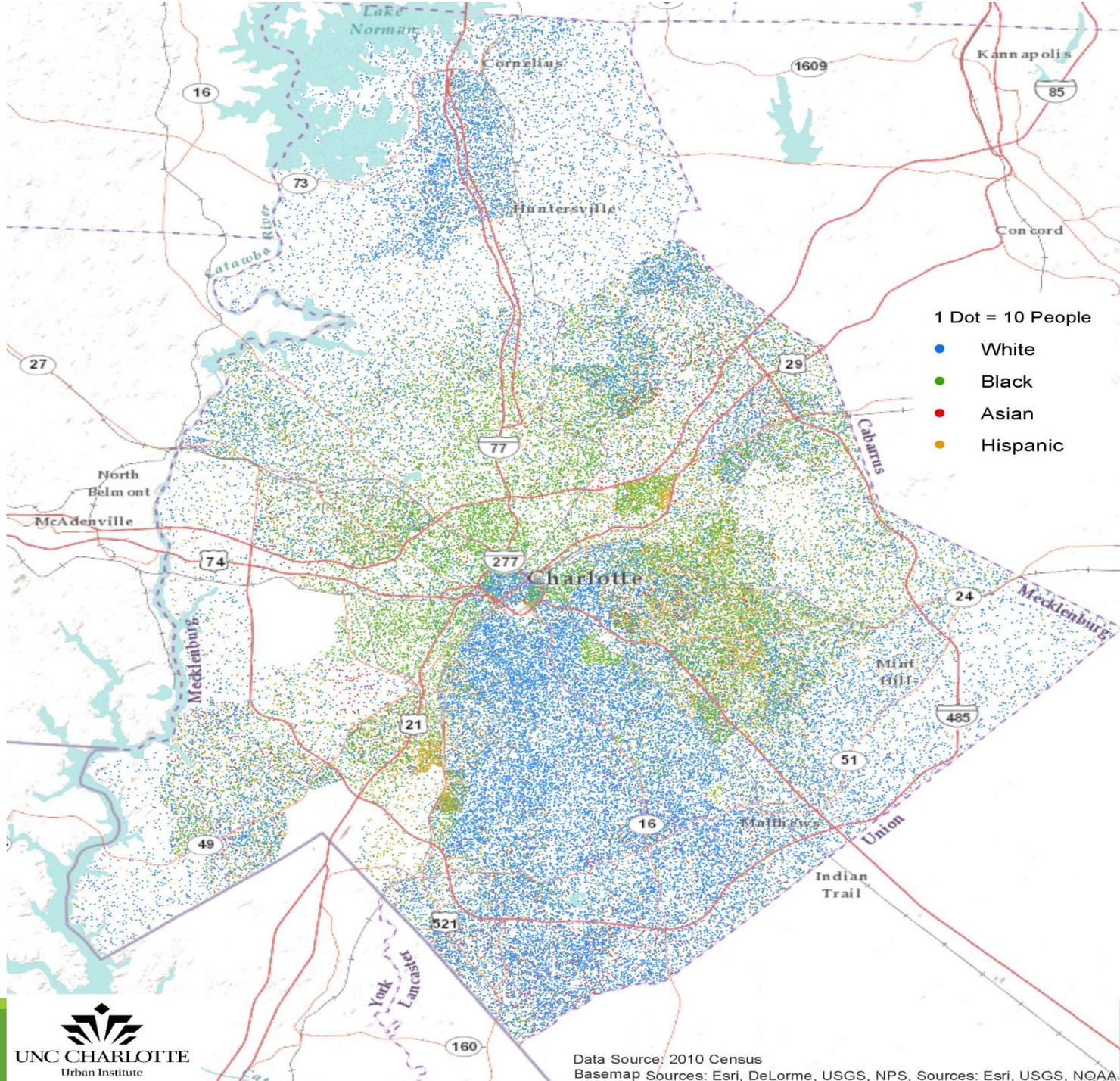
Declared CMS Unitary, and released from court ordered desegregation plan

What Proficiency Looks like Today in Mecklenburg County

Percentage of students passing EOC state tests, by race



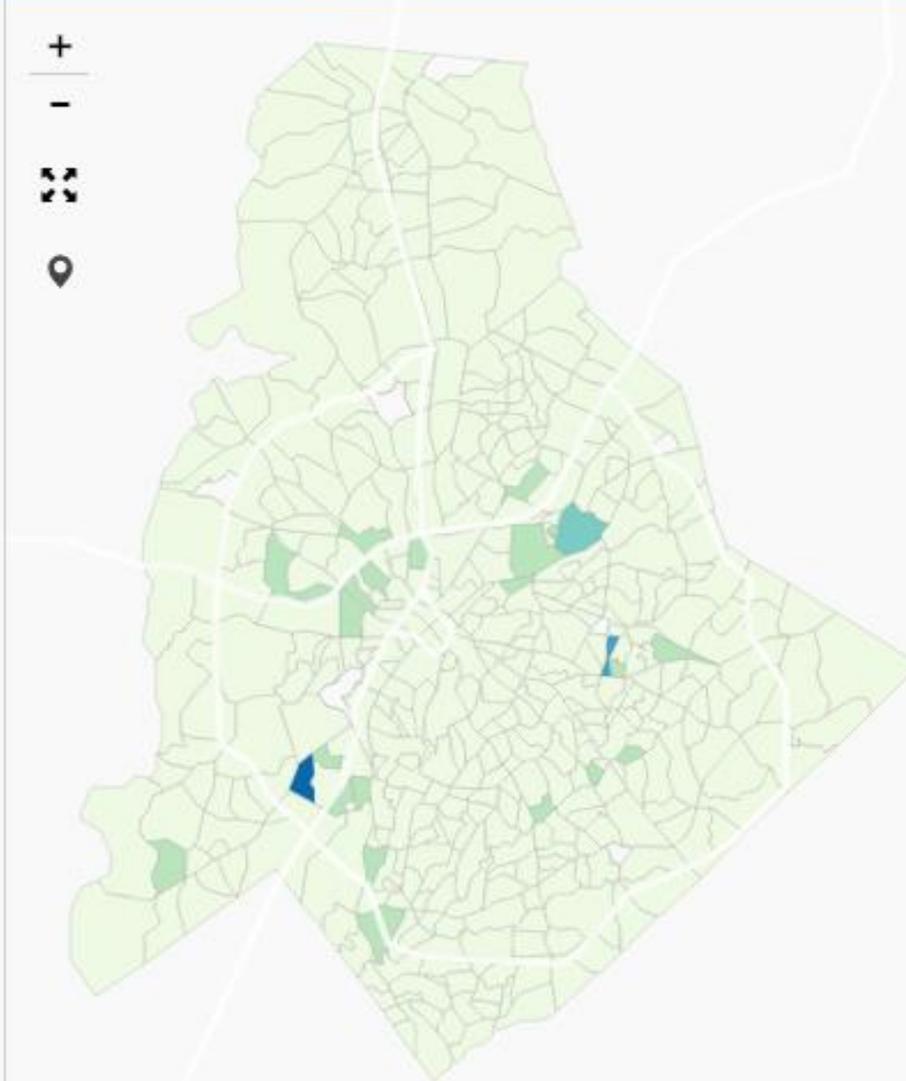
Source: Department of Public Instruction



Births to Adolescents

+

-

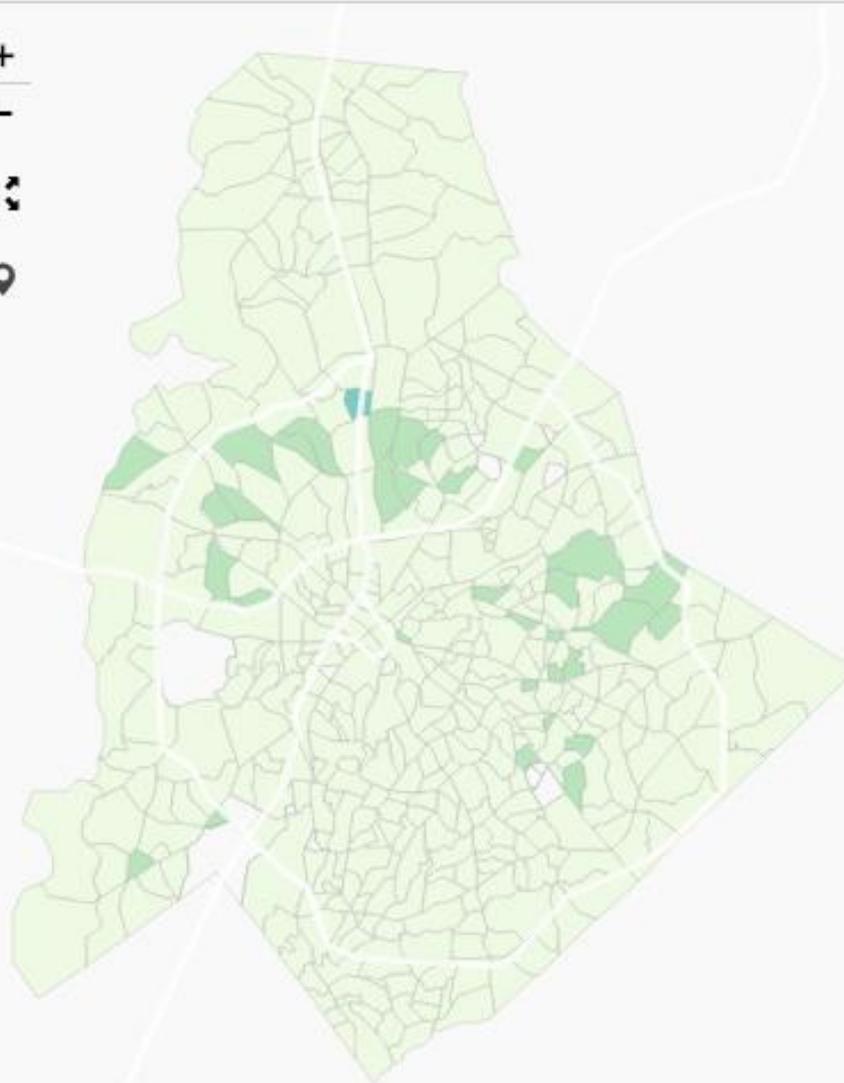


2012

Residential Foreclosures

+

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2013

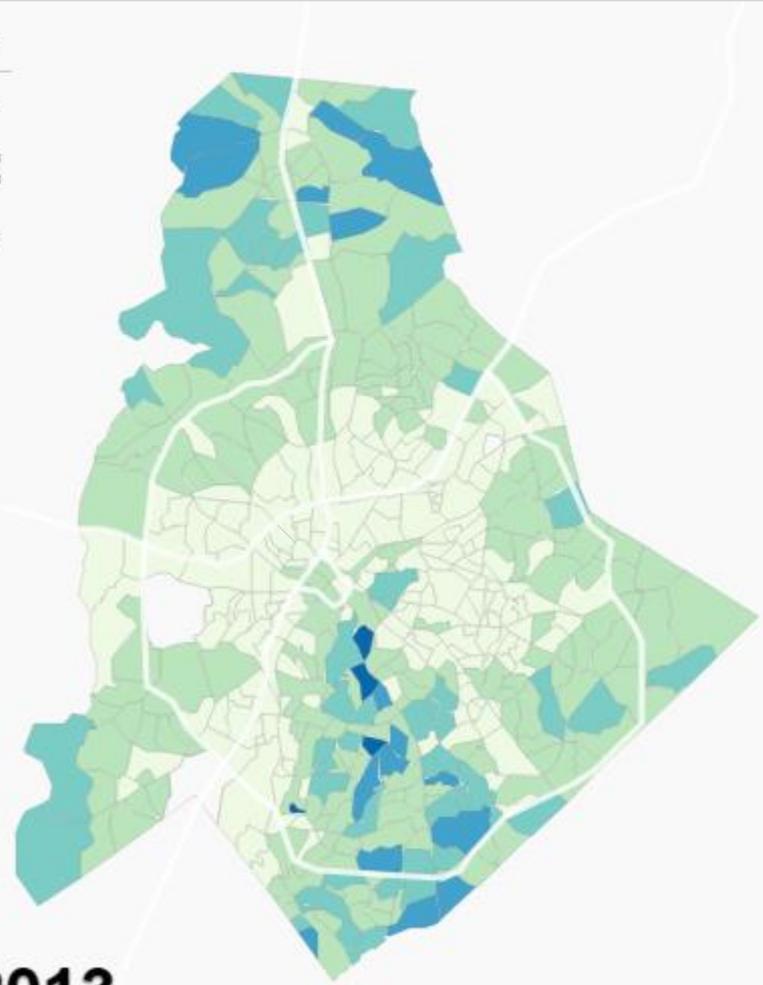
Household Income

+

-

+

+



2013

Quality of Life Explorer

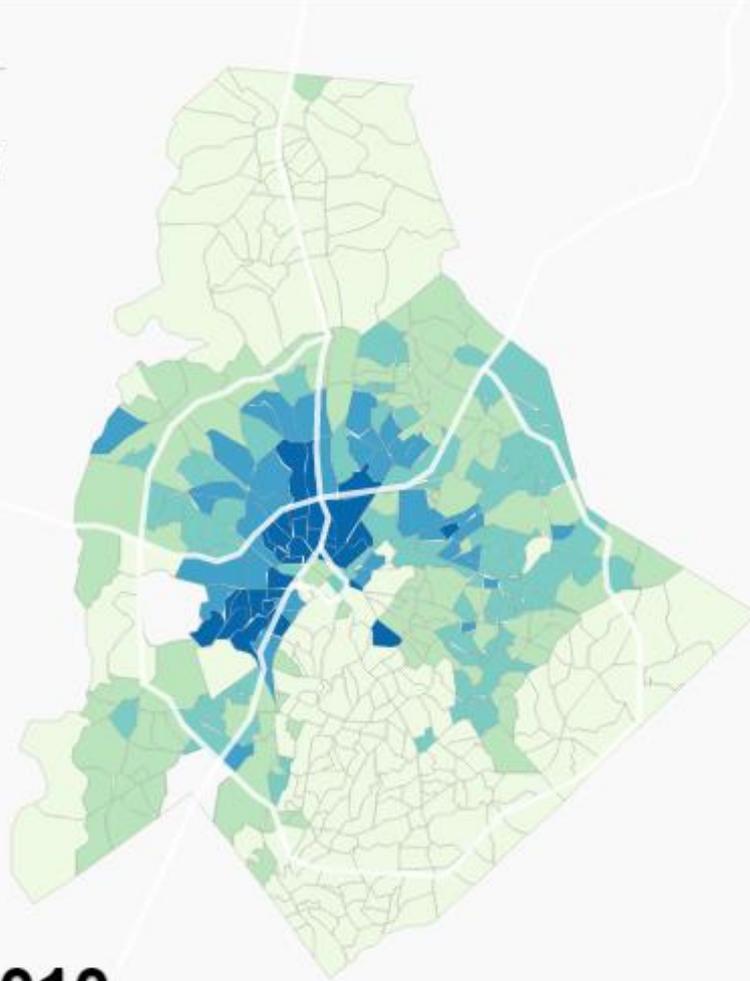
Race/Ethnicity - Black or African American

+

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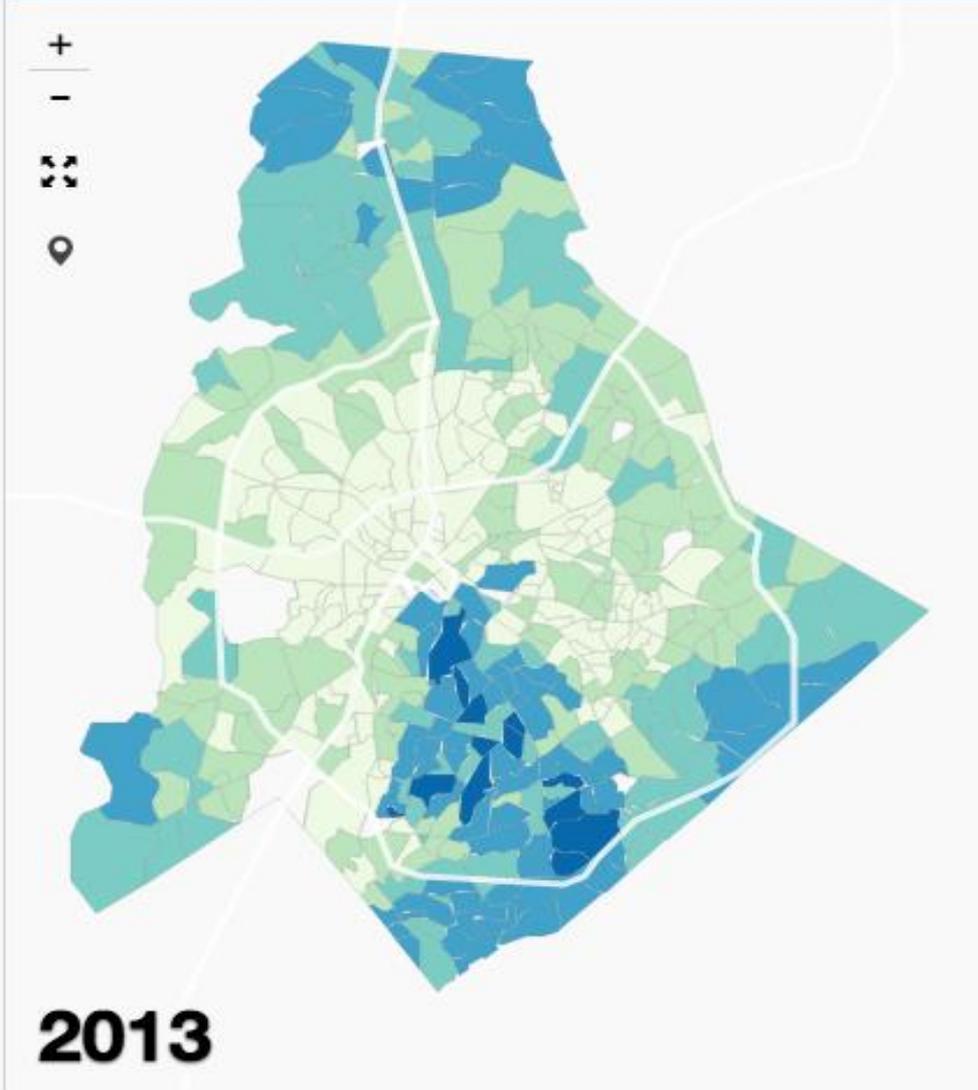
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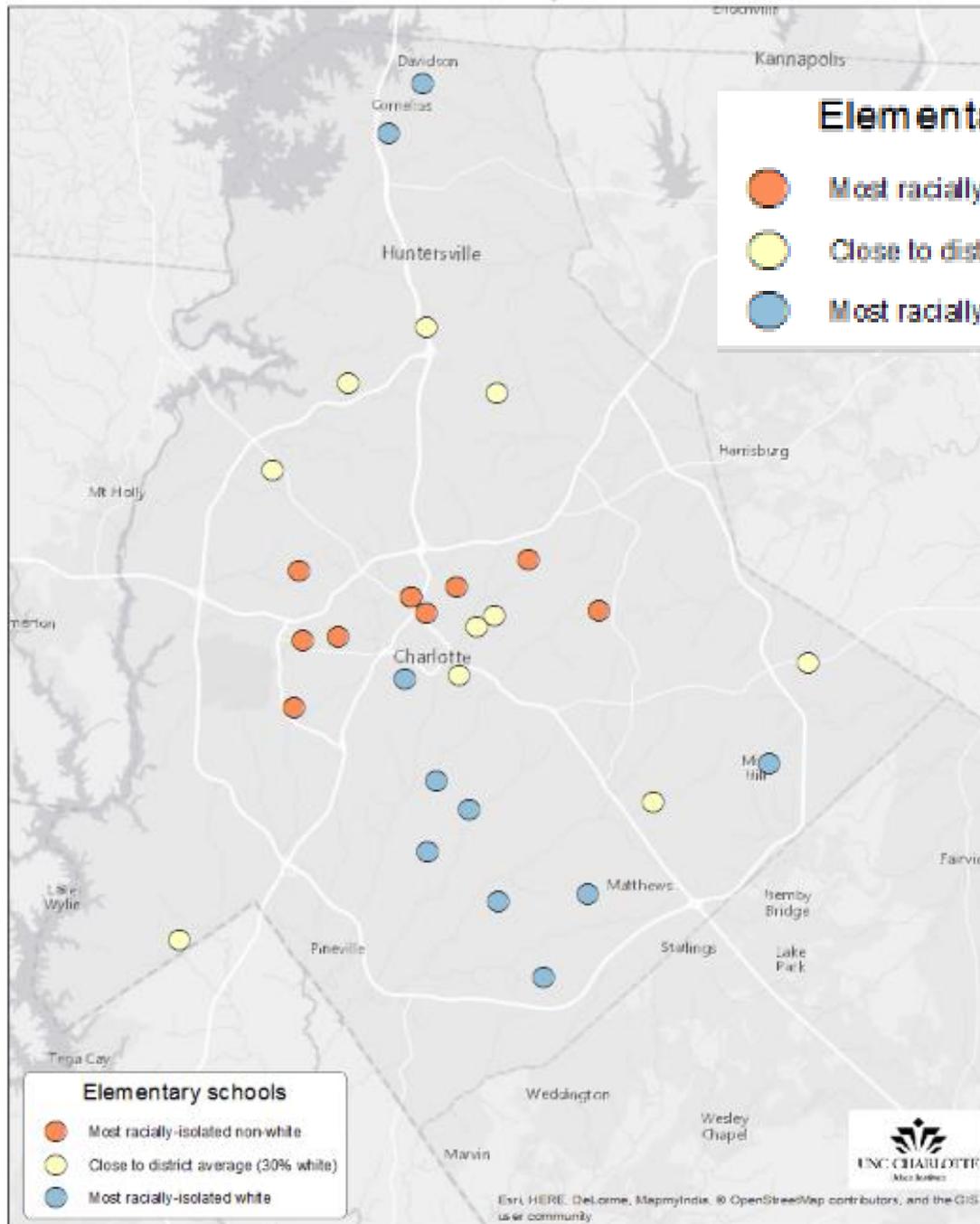
2010

Test Proficiency - Elementary School

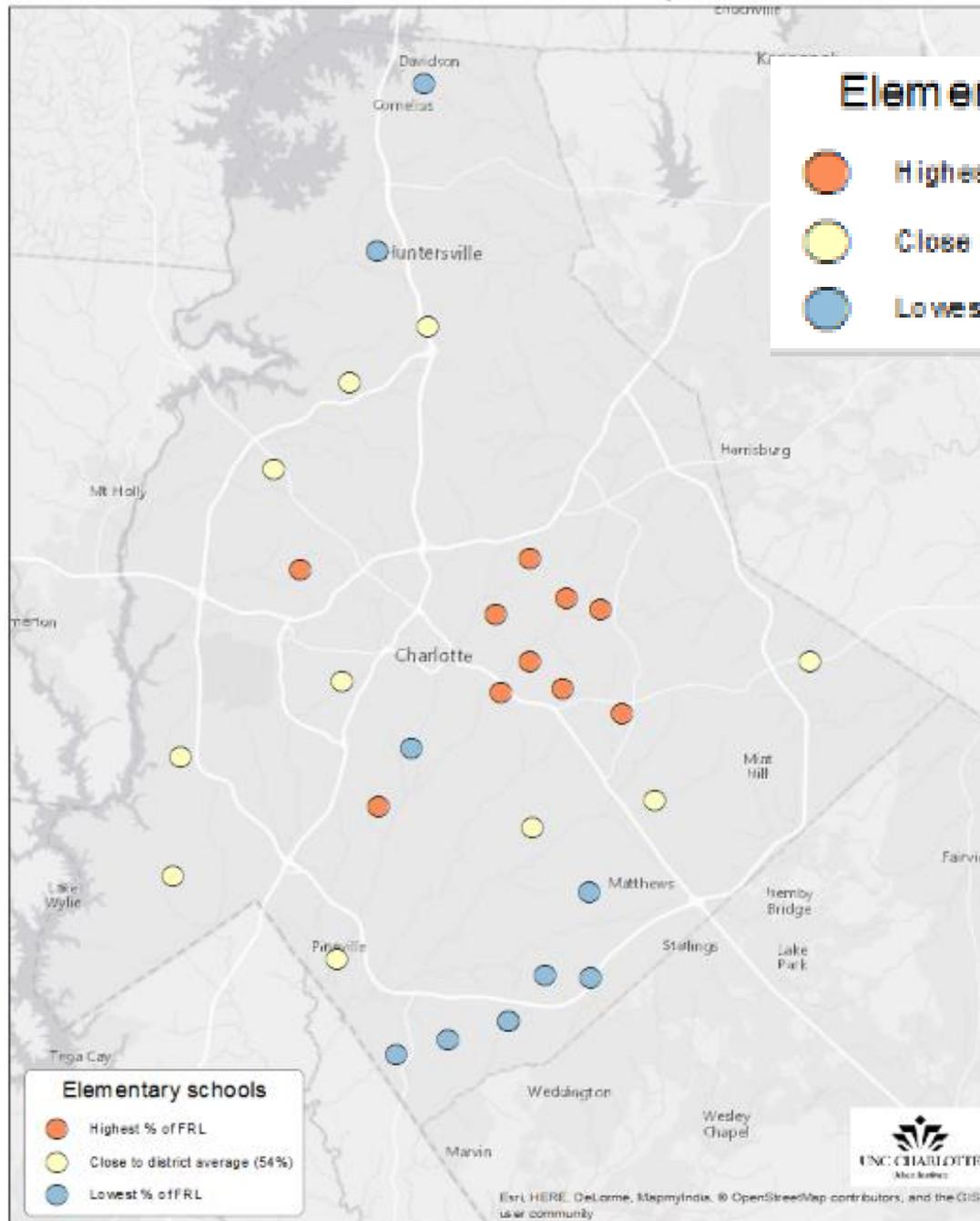


2013

Racial isolation in CMS elementary schools, 2013-2014

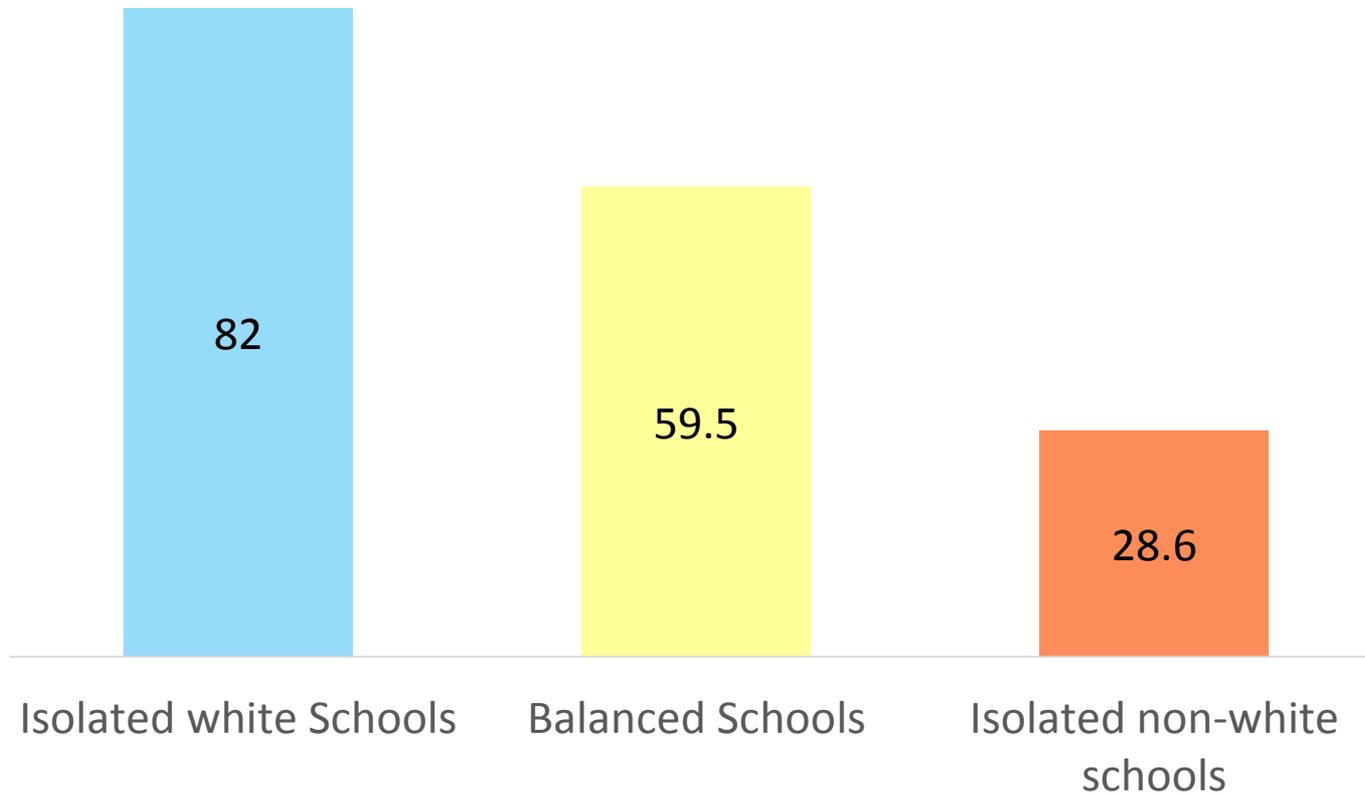


Balance of free and reduced lunch in CMS elementary schools, 2012-2013



What Proficiency Looks like in Mecklenburg County

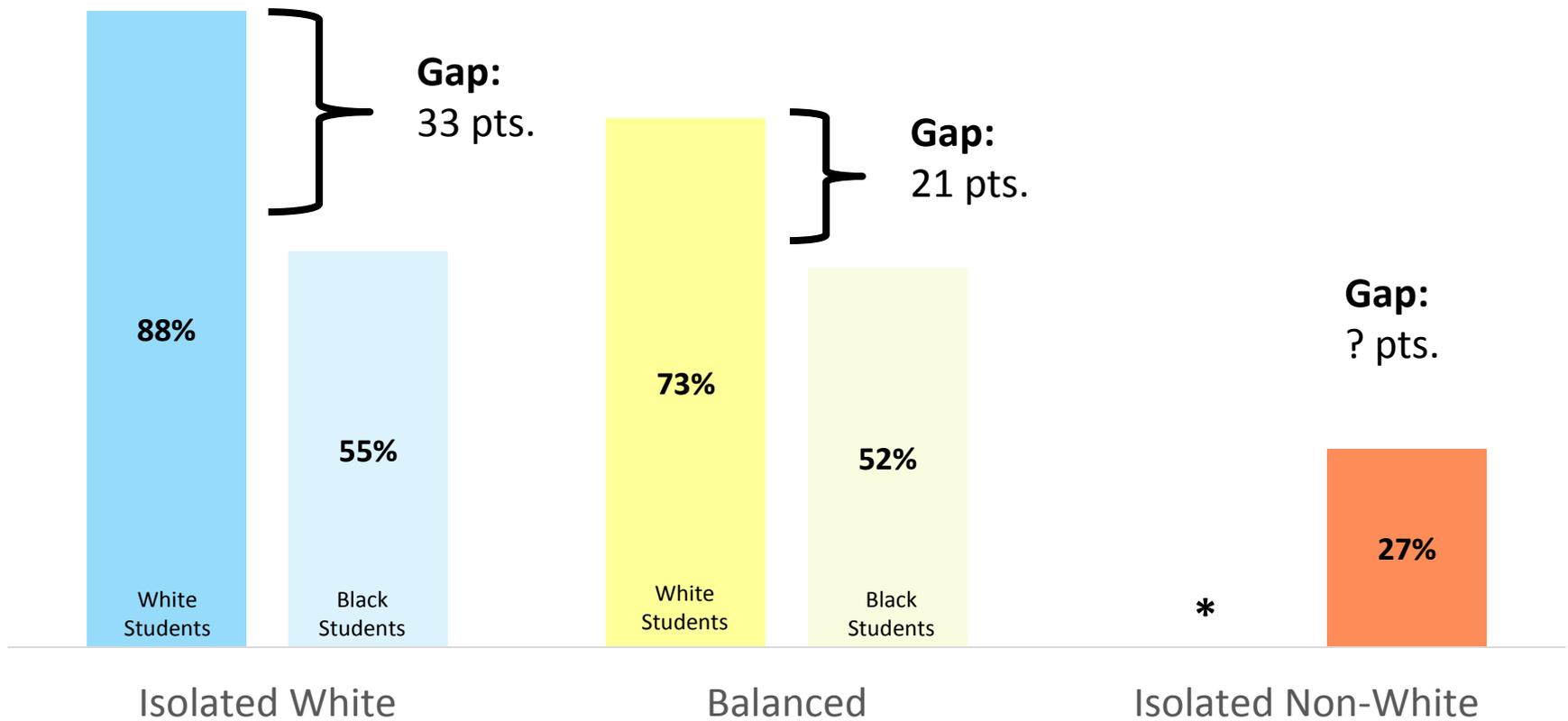
3rd Grade Reading Proficiency, by school-level racial composition



Source: Department of Instruction

What Proficiency Looks like in Mecklenburg County

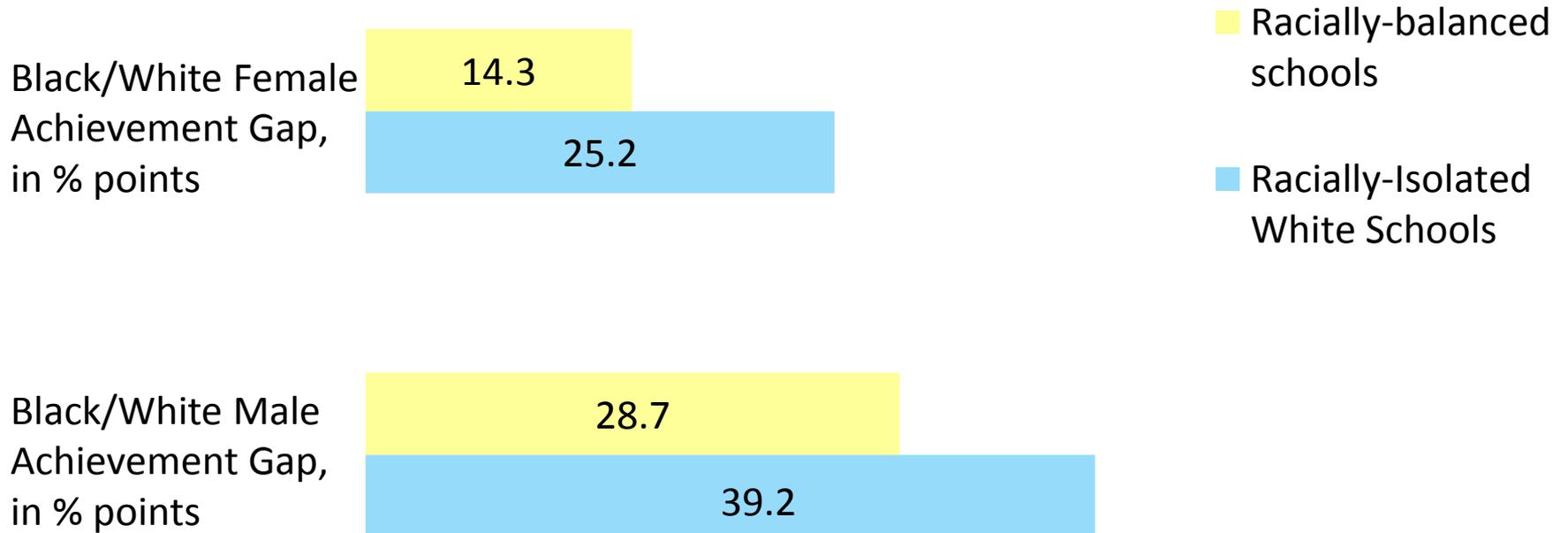
3rd Grade Reading Proficiency, by school-level racial composition



Source: Department of Public Instruction

What Proficiency Looks like in Mecklenburg County

3rd Grade Reading Proficiency, Achievement Gap, by race and gender and school level
racial composition



Segregation results in
**concentrated
educational
disadvantage.**

See: spivack.org; Billings, Deming, & Rockoff, 2014; Braddock & Gonzalez, 2010; Braddock & McPortland, 1983, 1989; Goldsmith, 2010; Goldring, Cohen-Vogel, Smrekar, & Taylor, 2006; Boozer et al., 1992; Grogger, 1996; Stier & Tienda, 2001; Stearns, 2010; Camburn, 1990

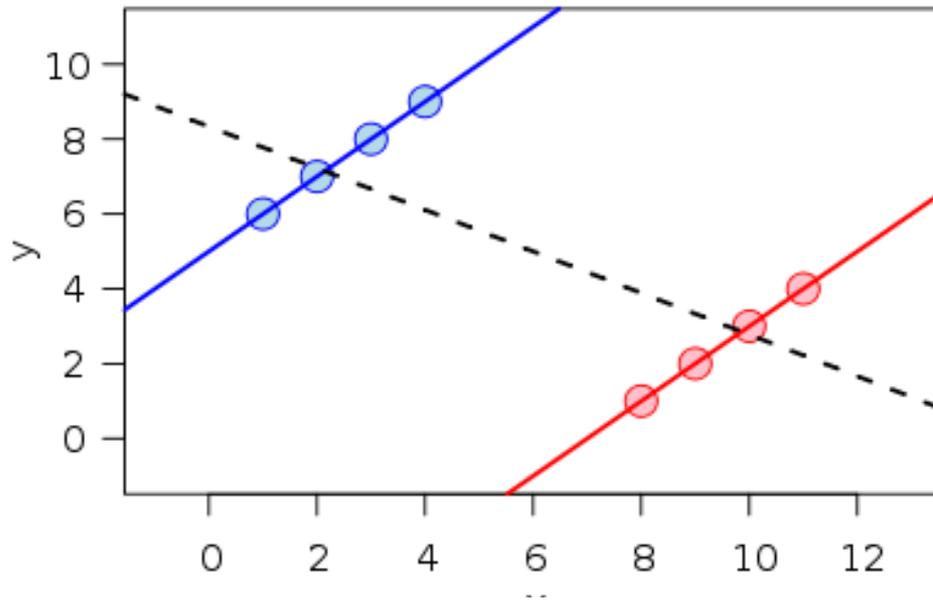
Diverse schools benefit **ALL** children

Academic benefits:

- ✓ improved academic performance
- ✓ higher graduation rates
- ✓ increased college enrollment and graduation

Berends & Penalosa, 2010; Newton, 2010; Frost, 2007; Perry & McConney, 2010; Hogebe & Tate, 2010; Boozer, Kruegarm & Wolkon, 1992; Borman et al., 2004; Hochschild & Scovronick, 2003; Schofield, 1995, 200; Hanushek, Kain, & Rivkin, 2006; Trent, 1997; Mickelson, 2003; Mickelson & Bottia, 2010a, 2010b; Wells et. al, 2009; Eaton, 1996; Wood & Sonleitner, 1996; Ellison & Powers, 1994; Wells, 1995; Pettigrew & Tropp, 2006; Killen & McKown, 2005; Hawley, 2007; Killen, Crystal, & Ruck, 2007; Wells et al., 2009

Diverse schools benefit ALL Children



Simpson's Paradox

Diverse schools benefit **ALL** children

Non-academic benefits:

- ✓ higher occupational aspirations and attainment
- ✓ increases in civic engagement
- ✓ graduates more likely to live and work in diverse environments

Berends & Penalzoa, 2010; Newton, 2010; Frost, 2007; Perry & McConney, 2010; Hogebe & Tate, 2010; Boozer, Krueger & Wolkon, 1992; Borman et al., 2004; Hochschild & Scovronick, 2003; Schofield, 1995, 200; Hanushek, Kain, & Rivkin, 2006; Trent, 1997; Mickelson, 2003; Mickelson & Bottia, 2010a, 2010b; Wells et al., 2009; Eaton, 1996; Wood & Sonleitner, 1996; Ellison & Powers, 1994; Wells, 1995; Pettigrew & Tropp, 2006; Killen & McKown, 2005; Hawley, 2007; Killen, Crystal, & Ruck, 2007; Wells et al., 2009

Diverse schools benefit students of color

- ✓ Five years of integrated schools increased the earnings of black adults by 25%.
- ✓ The effect on health of a five-year exposure to school desegregation is equivalent to being 7 years younger.

Johnson, 2011

Want more? Go to spivack.org

The
income achievement gap
is now twice as large as the
black-white achievement
gap.

A Rejected Success

Today in CMS

1 in 3 schools are segregated by poverty.

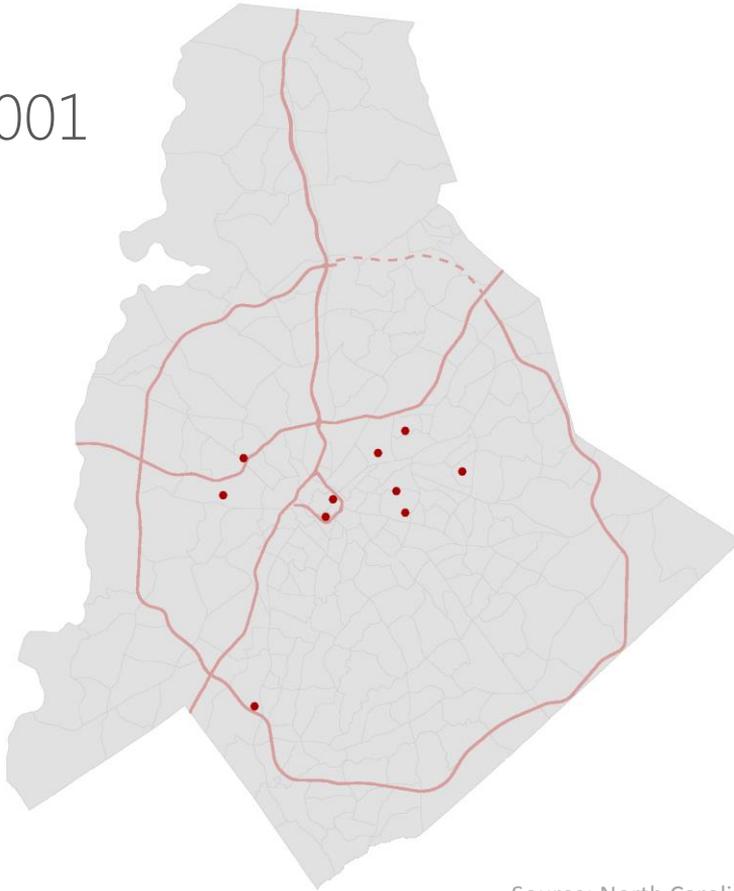
1 in 2 schools are segregated by race.

1 in 5 schools are hypersegregated by race.

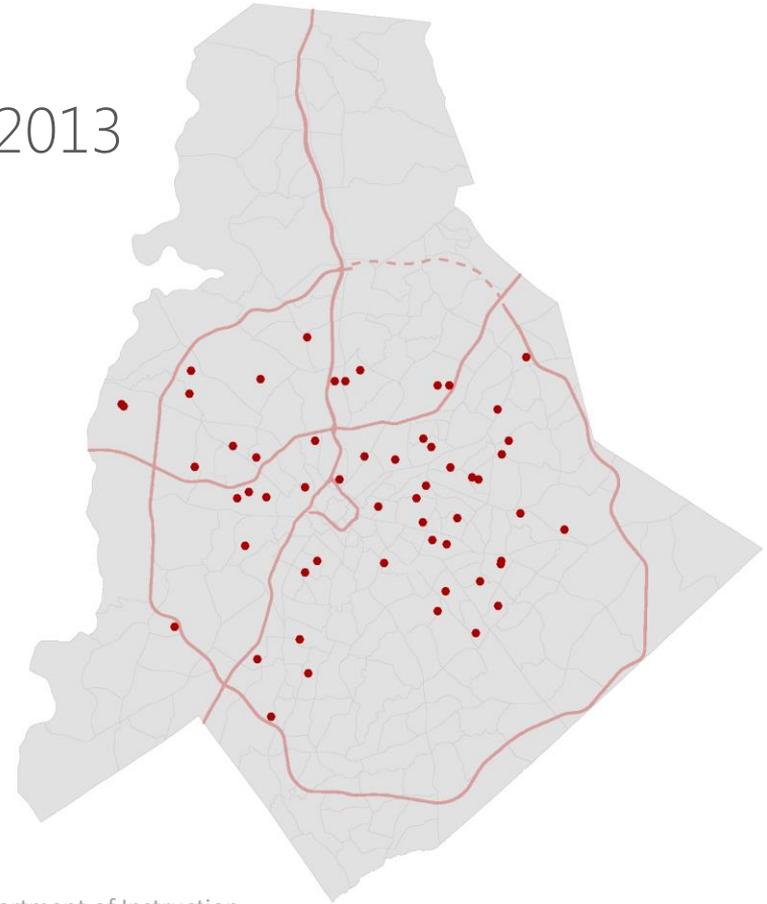
1 in 6 schools are imbalanced white.

School imbalance

2001

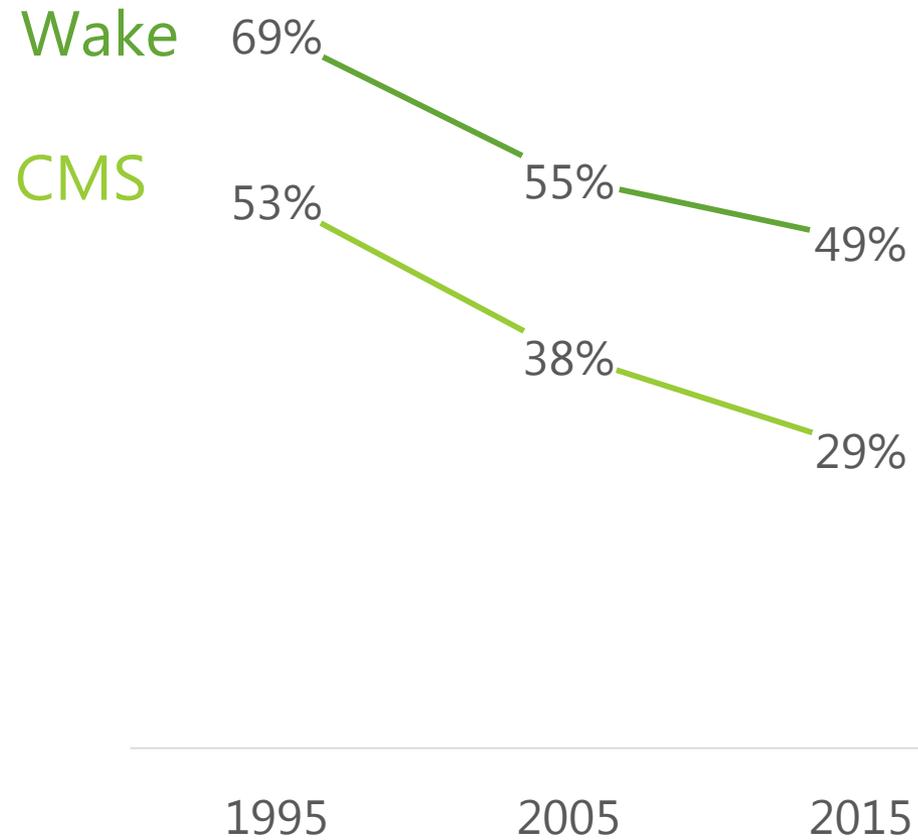


2003

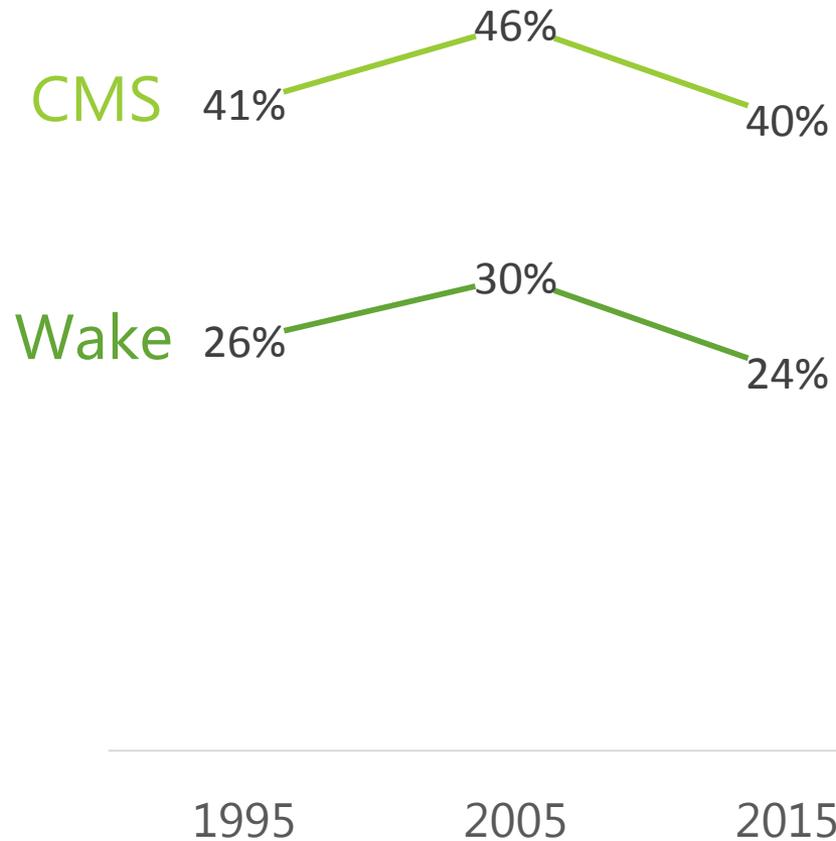


Source: North Carolina Department of Instruction

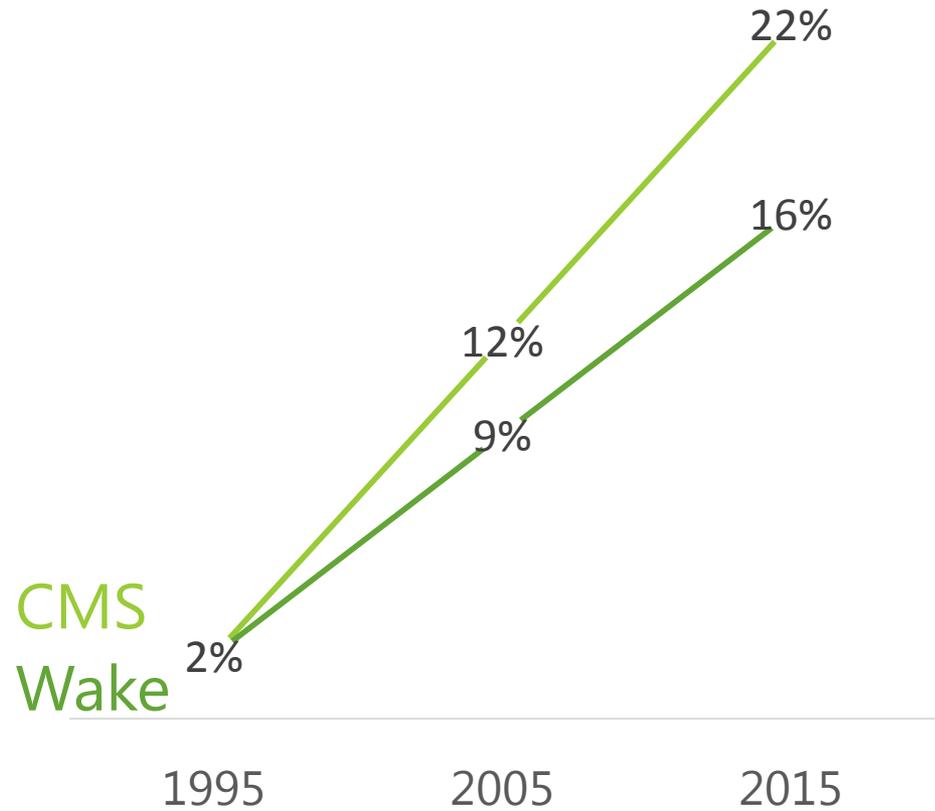
Share of
White
Student
Enrollment:
1995 - 2015



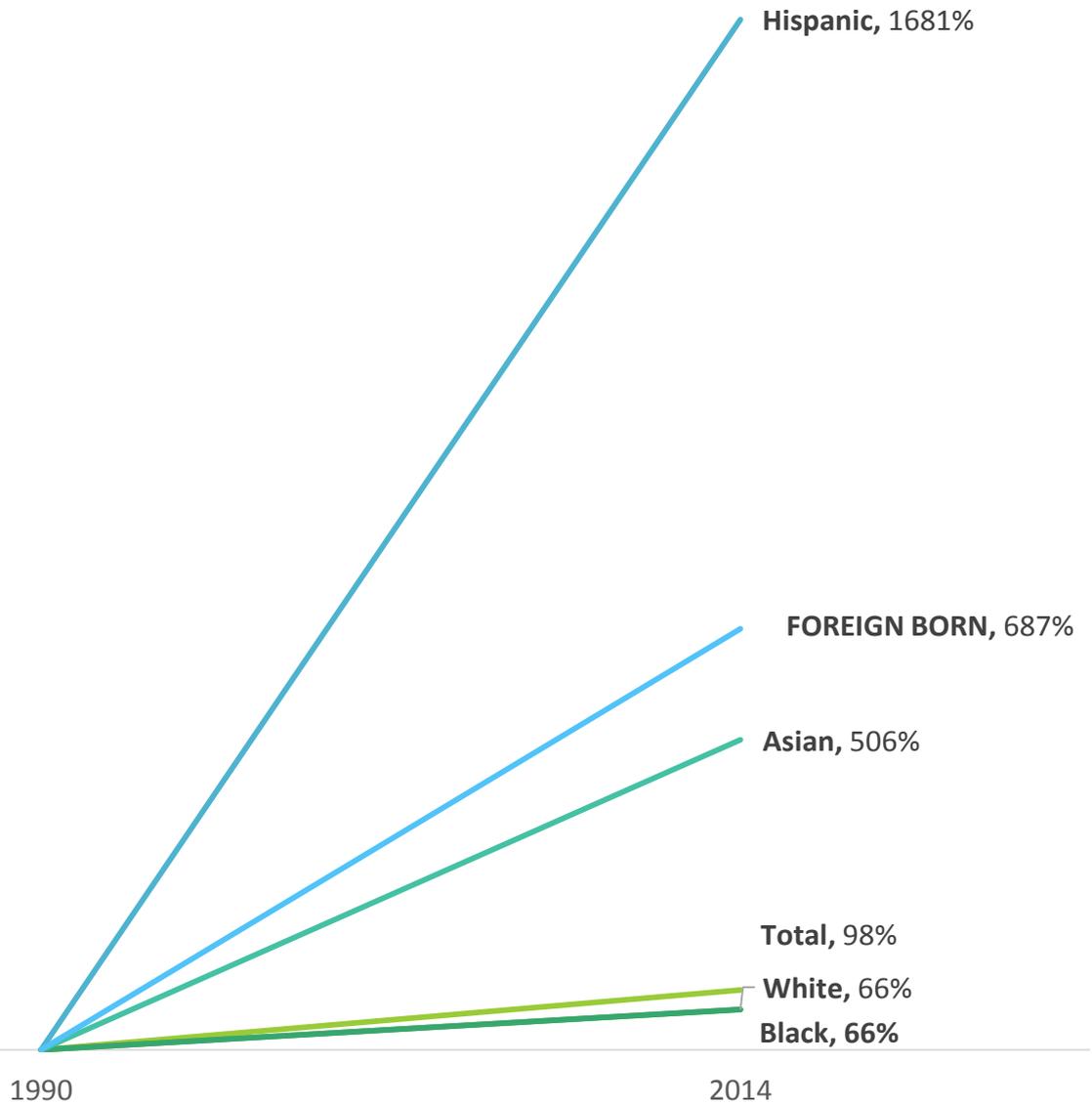
Share of
Black
Student
Enrollment:
1995 - 2015



Share of
Latino
Student
Enrollment:
1995 - 2015

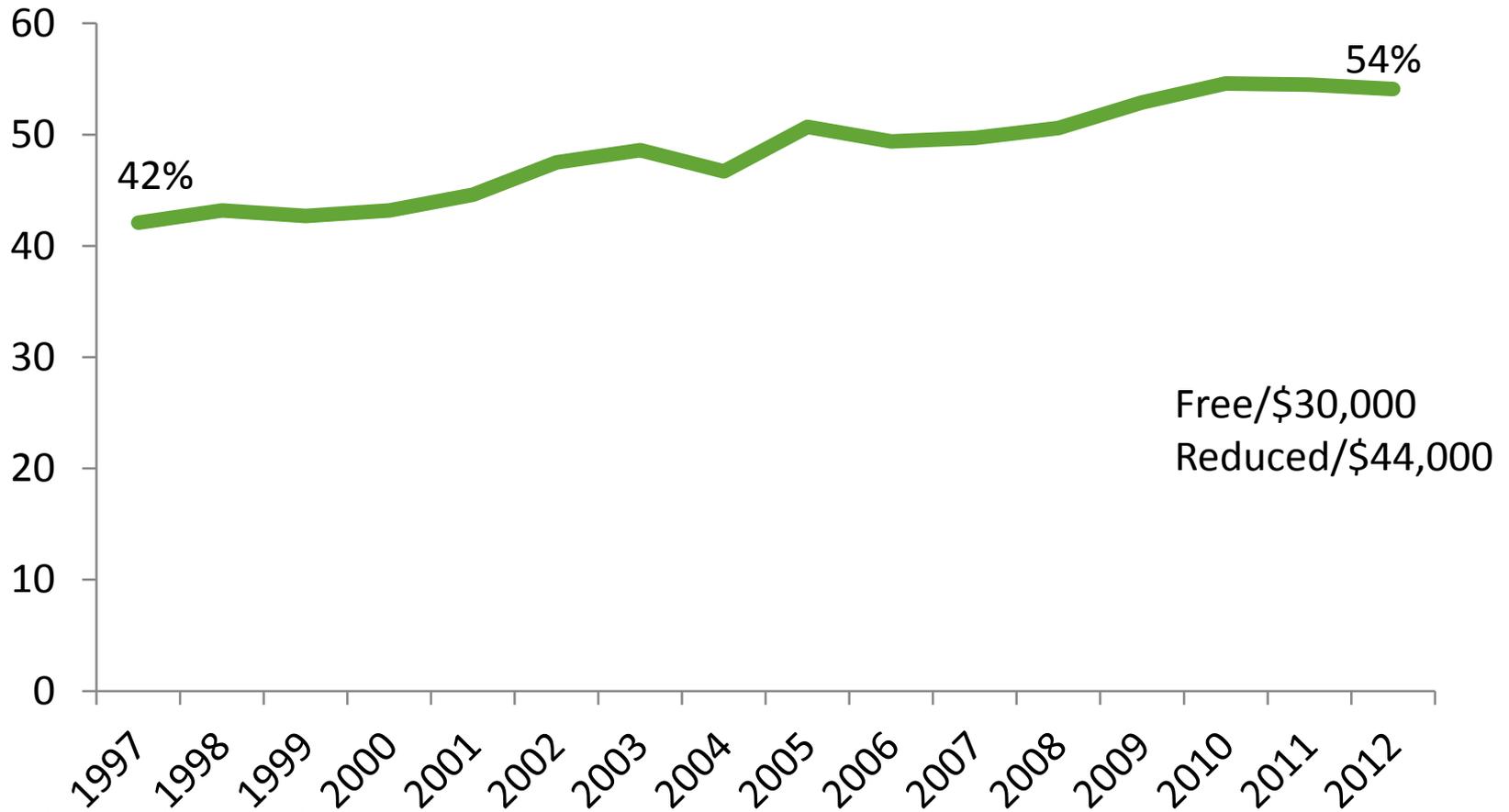


Population Growth in Mecklenburg County 1990-2014



Note: The foreign born population is not mutually exclusive of other population groups.

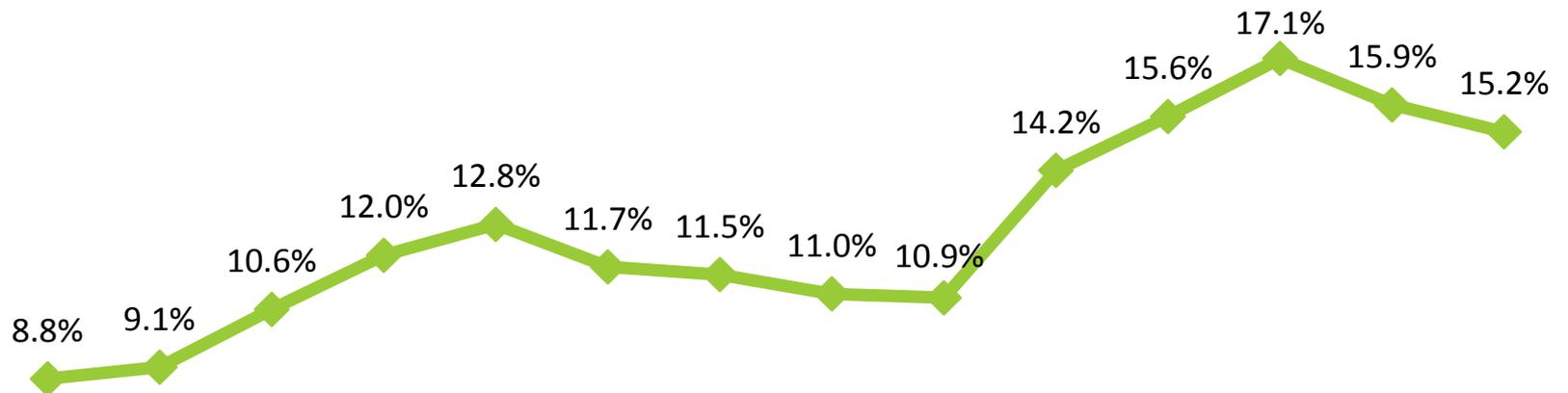
CMS % of economically disadvantaged students



Source: Charlotte-Mecklenburg Schools

Poverty rate

Mecklenburg County



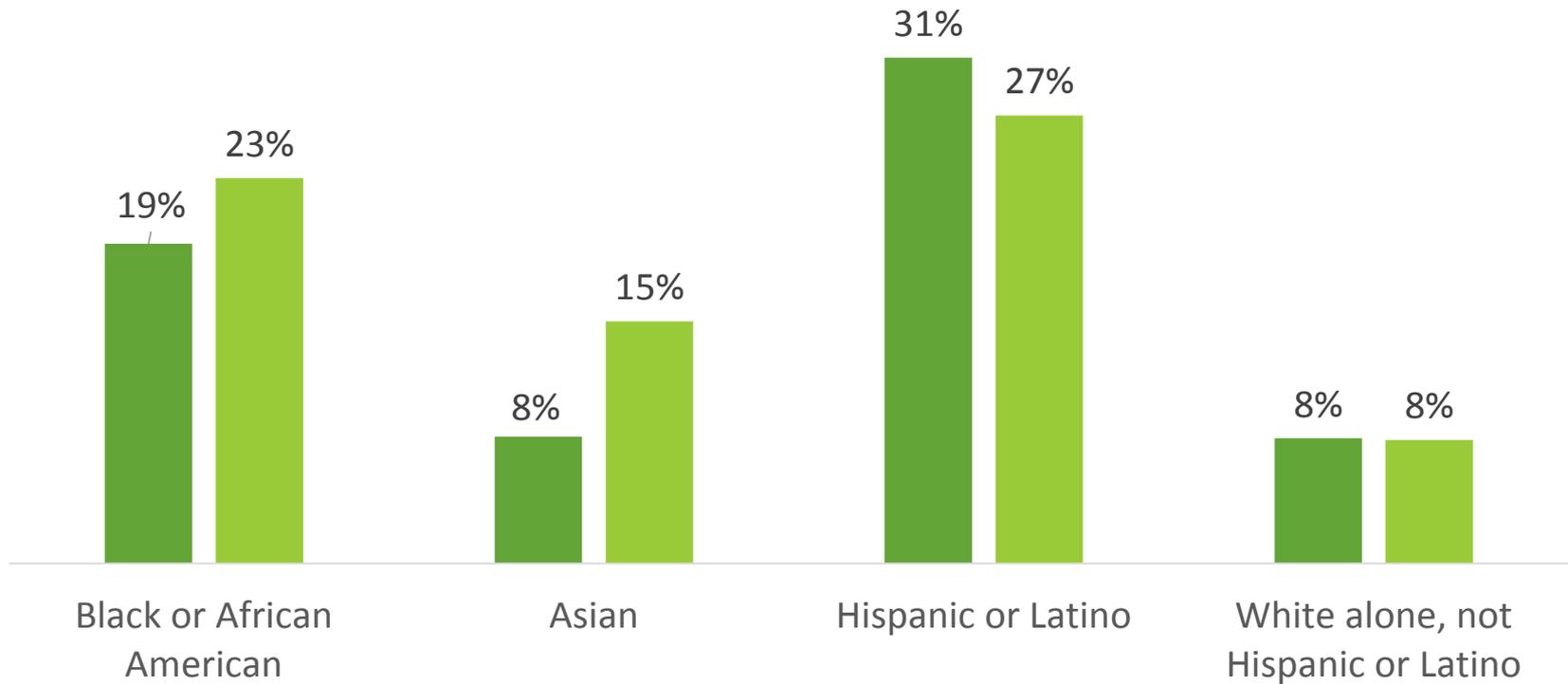
individuals earning below \$11,770

2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013

Source: American Community Survey 1-year estimates

Poverty rate by race, 2009 and 2013

Mecklenburg County

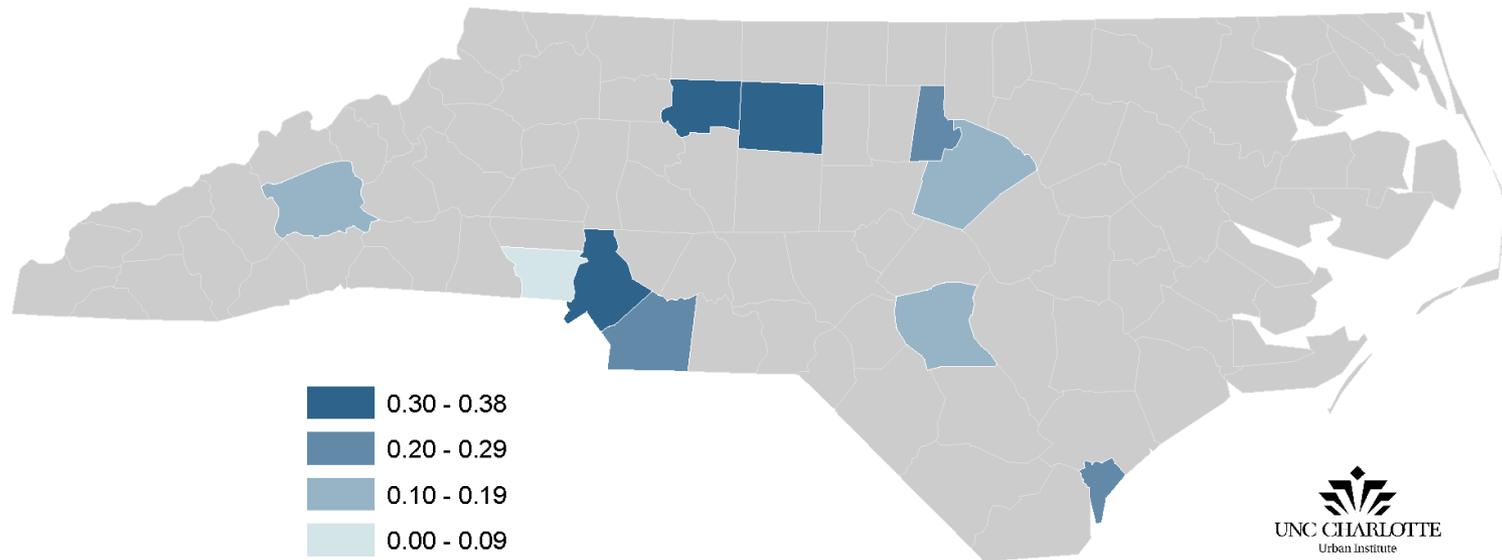


Source: U.S. Census Bureau American Community Survey 2013 1-year estimates.

School district imbalance

Economic Imbalance, 2010-2011		
1	Mecklenburg	.38
2	Forsyth	.35
3	Guilford	.30
4	Durham	.29
5	Union	.29
6	New Hanover	.24
7	Cumberland	.18
8	Buncombe	.15
9	Wake	.13
10	Gaston	.07

Economic Imbalance in 10 Most Populous Counties



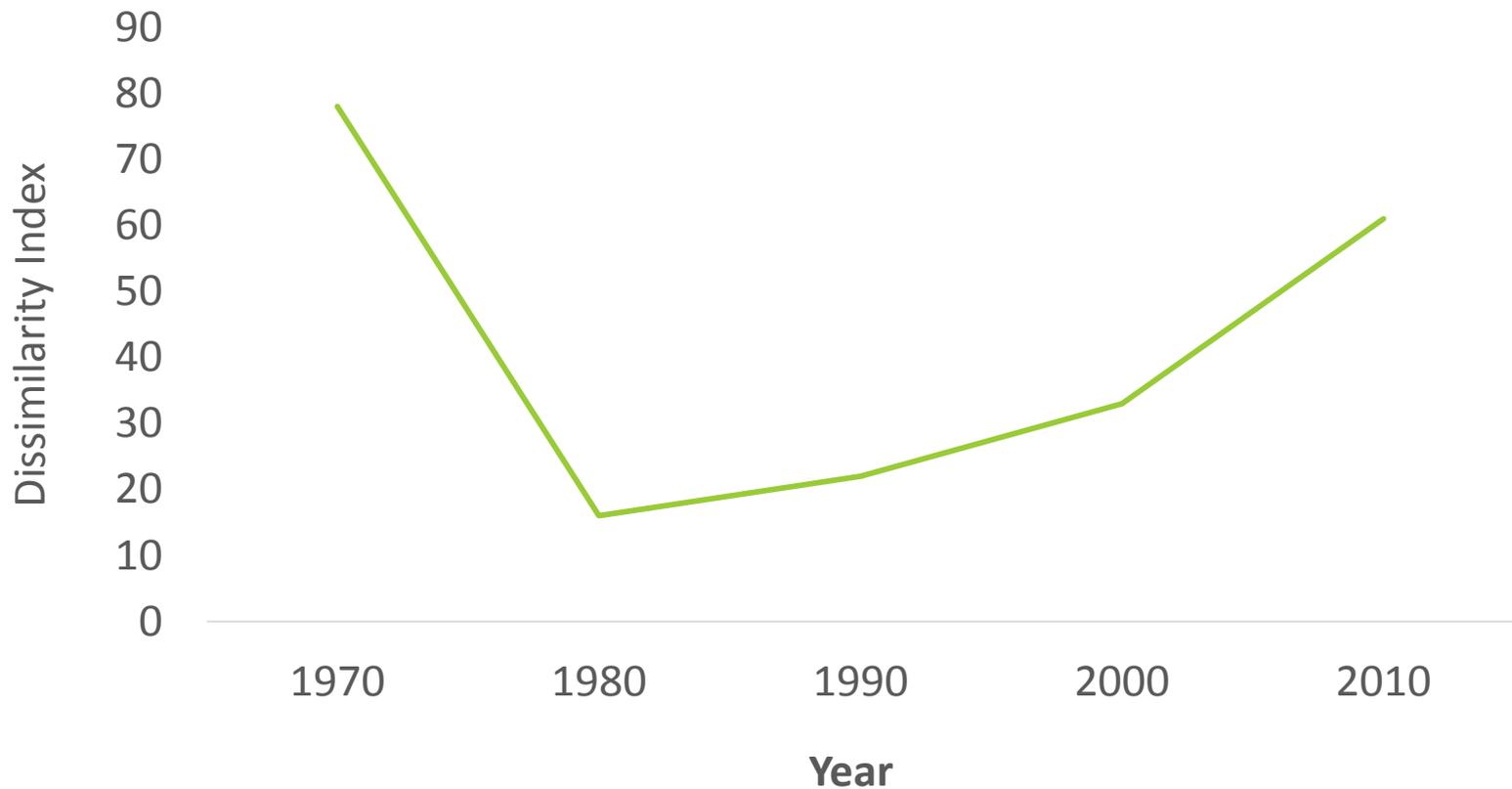
Source: Clotfelter, Ladd, and Vigdor, 2013.

School district imbalance



Source: Clotfelter, Ladd, and Vigdor, 2013.

Black/white dissimilarity index: CMS elementary schools



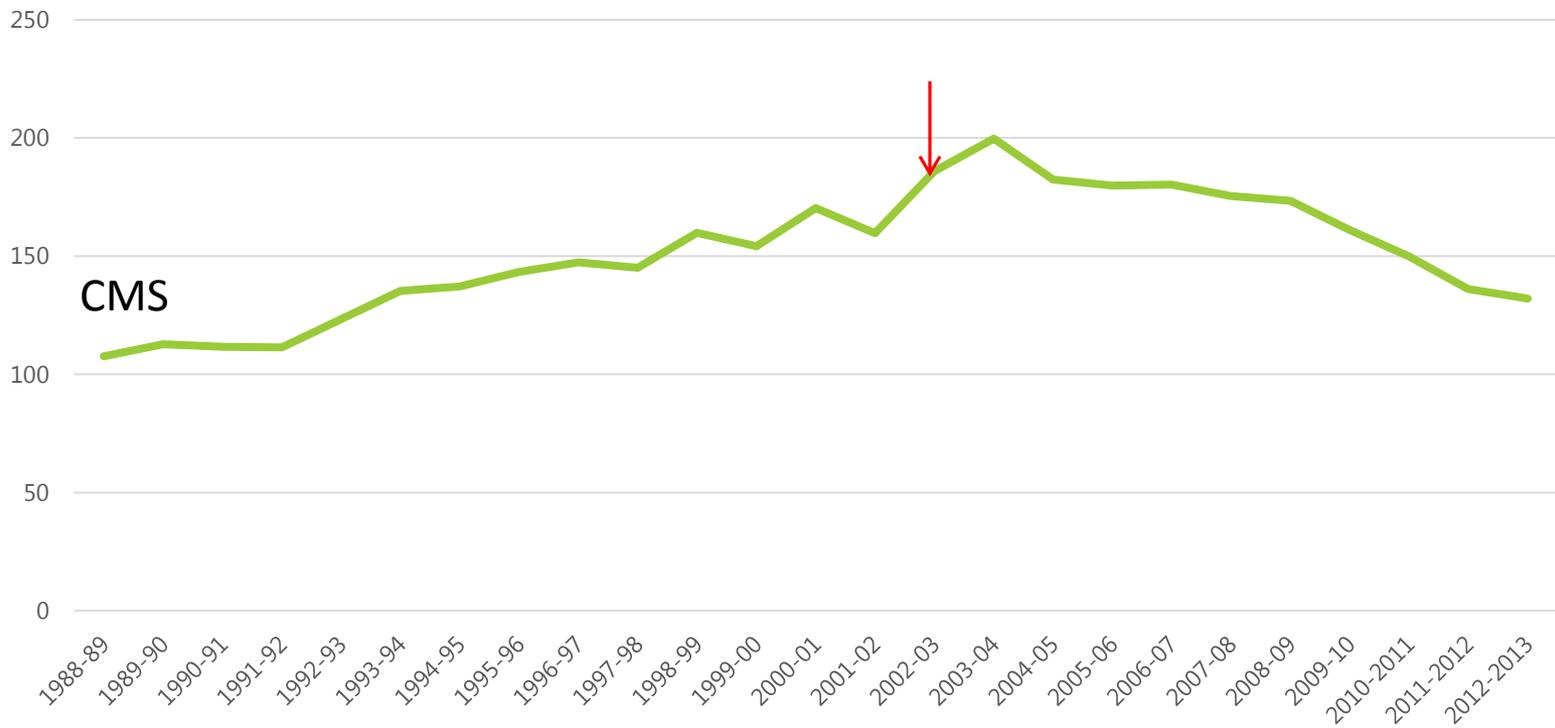
Source: American Communities Project and Charlotte-Mecklenburg Schools

Our Opportunity

“WE CAN MOVE MONEY, MOVE KIDS, OR MOVE PARENTS”

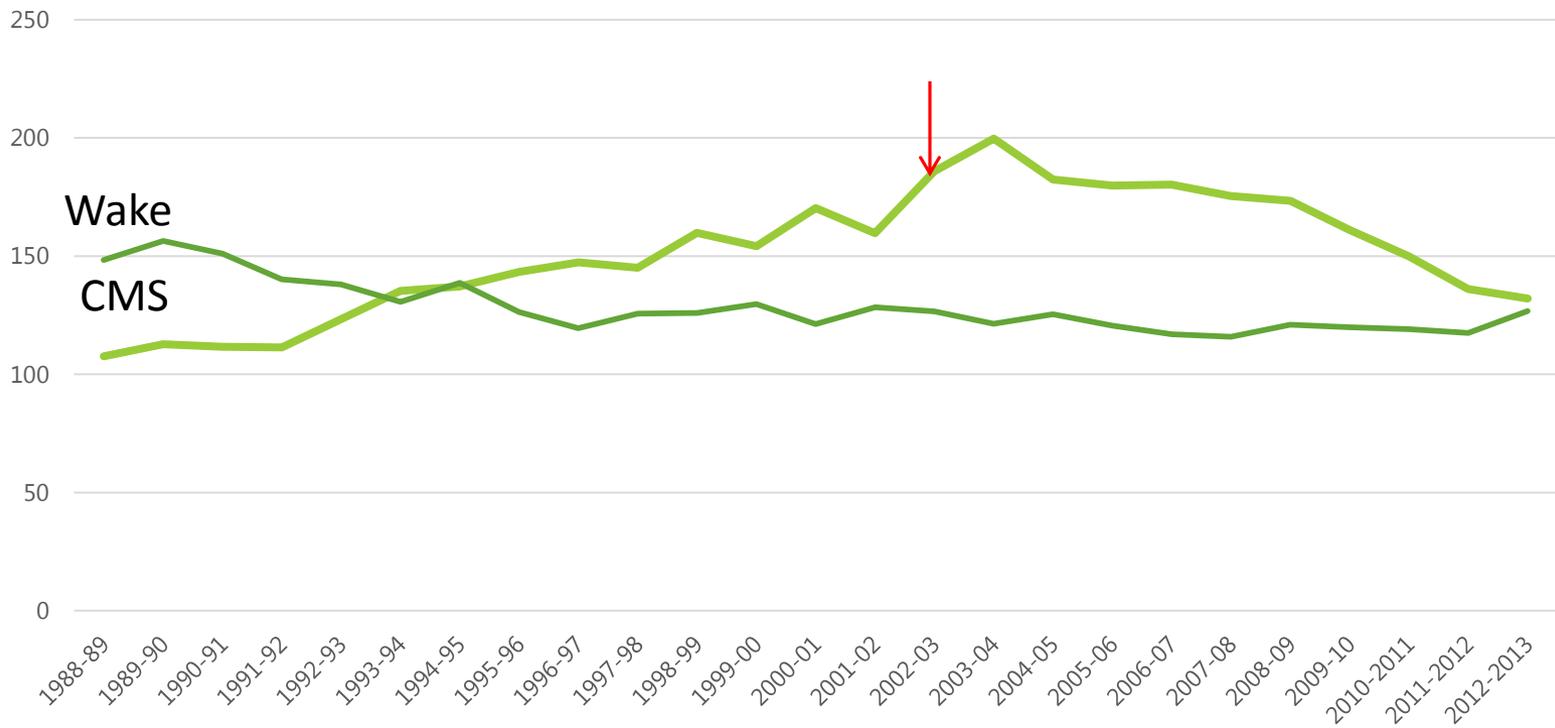
It's not about busing

Miles bused per student, annually



It's not about busing

Miles bused per student, annually



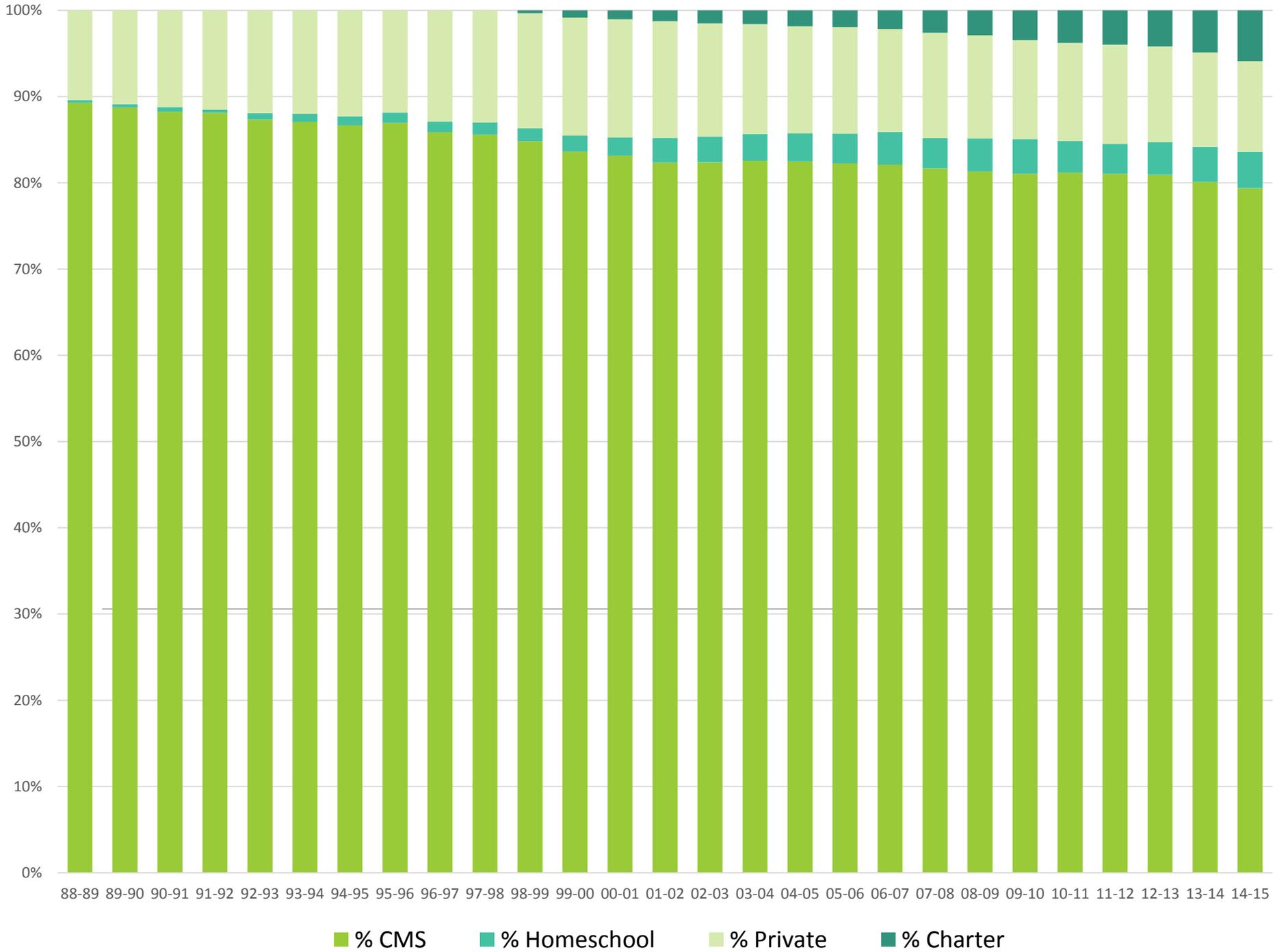
Many Choices:

Magnets, Charters, Private Schools,
Homeschooling

1 in **4** CMS schools are partial or full magnets

30,000 students served by private schools and charter schools in Mecklenburg County in 2014-2015

3 out of **4** Charter Schools are segregated



Our opportunity

How can we learn from our history, to best serve all students?

How can we work towards diverse schools?

What CHOICES can we make, as individuals and as a community?

Money Matters

**CHARLOTTE-MECKLENBURG SCHOOLS
2007-2008 SALARY SCHEDULE FOR TEACHERS**

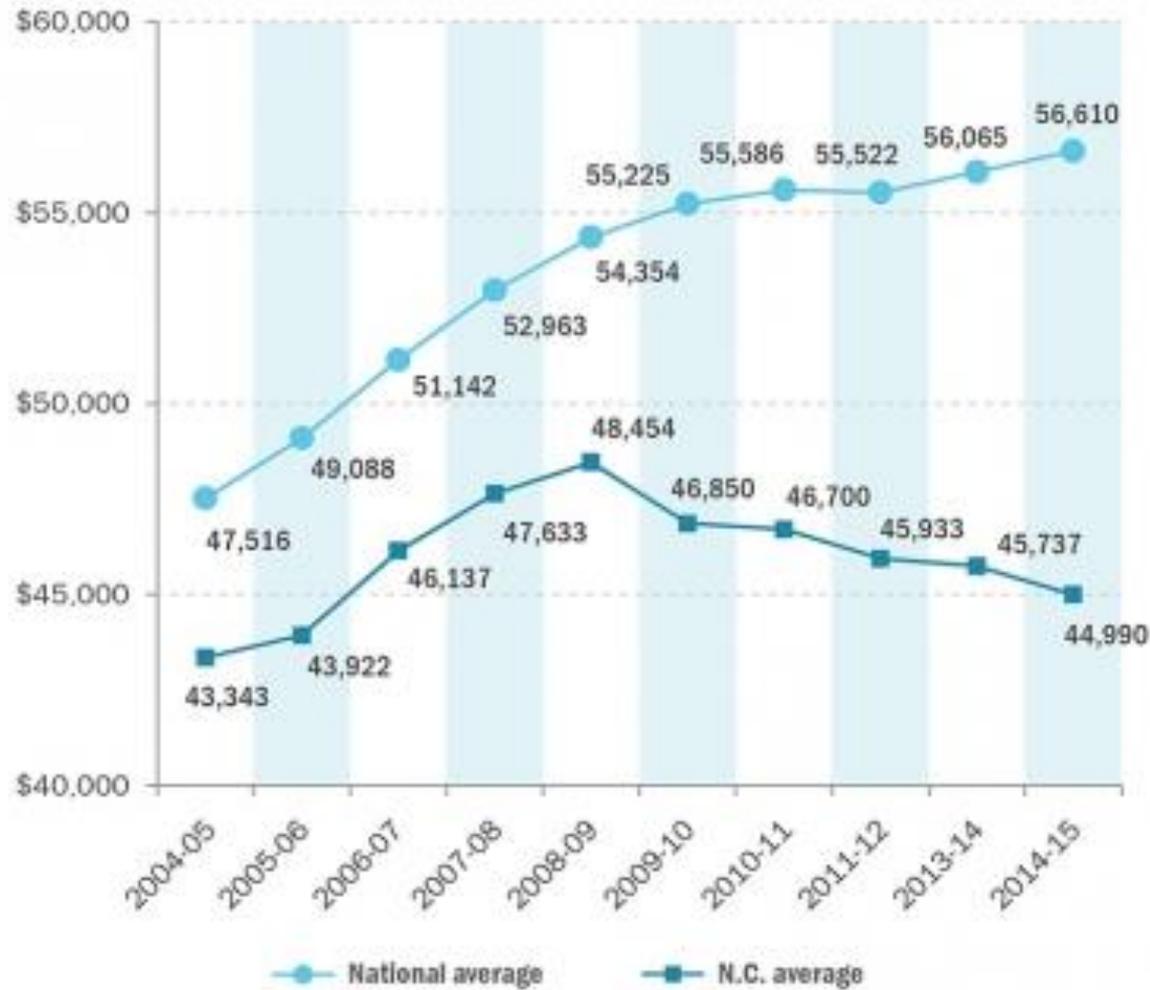
MASTER "M" CERTIFICATE

2015-2016 Master "M" Schedule

YEARS OF EXPERIENCE	Monthly		Percent of Annual		TOTAL TEN MONTH ANNUAL BASE SALARY
	State Base Salary	Annual State Base Salary	State Base Salary	Annual Locally Paid Base Salary	
M00	\$ 3,850.00	\$ 38,500.00	14.98%	\$ 5,767.30	\$44,267.30
M01	\$ 3,850.00	\$ 38,500.00	14.98%	\$ 5,767.30	\$44,267.30
M02	\$ 3,850.00	\$ 38,500.00	14.98%	\$ 5,767.30	\$44,267.30
M03	\$ 3,850.00	\$ 38,500.00	14.98%	\$ 5,767.30	\$44,267.30
M04	\$ 3,850.00	\$ 38,500.00	14.98%	\$ 5,767.30	\$44,267.30
M05	\$ 4,015.00	\$ 40,150.00	15.49%	\$ 6,219.20	\$46,369.20
M06	\$ 4,015.00	\$ 40,150.00	15.49%	\$ 6,219.20	\$46,369.20
M07	\$ 4,015.00	\$ 40,150.00	15.49%	\$ 6,219.20	\$46,369.20
M08	\$ 4,015.00	\$ 40,150.00	15.49%	\$ 6,219.20	\$46,369.20
M09	\$ 4,015.00	\$ 40,150.00	15.49%	\$ 6,219.20	\$46,369.20
M10	\$ 4,400.00	\$ 44,000.00	15.55%	\$ 6,842.00	\$50,842.00
M11	\$ 4,400.00	\$ 44,000.00	15.55%	\$ 6,842.00	\$50,842.00
M12	\$ 4,400.00	\$ 44,000.00	15.55%	\$ 6,842.00	\$50,842.00
M13	\$ 4,400.00	\$ 44,000.00	15.55%	\$ 6,842.00	\$50,842.00
M14	\$ 4,400.00	\$ 44,000.00	15.55%	\$ 6,842.00	\$50,842.00

YEARS OF EXPERIENCE	ANNUAL STATE AMOUNT	PERCENT OF ANNUAL STATE AMOUNT	ANNUAL LOCAL SUPPLEMENT AMOUNT	TOTAL TEN MONTH ANNUAL SALARY *
0	\$32,730.00	13.00%	\$4,254.90	\$36,984.90
1	\$33,190.00	13.00%	\$4,314.70	\$37,504.70
2	\$33,670.00	13.00%	\$4,377.10	\$38,047.10
3	\$35,390.00	13.00%	\$4,600.70	\$39,990.70
4	\$36,930.00	13.50%	\$4,985.60	\$41,915.60
5	\$38,400.00	13.50%	\$5,184.00	\$43,584.00
6	\$39,820.00	13.50%	\$5,375.70	\$45,195.70
7	\$40,960.00	13.50%	\$5,529.60	\$46,489.60
8	\$41,490.00	13.50%	\$5,601.20	\$47,091.20
9	\$42,030.00	13.50%	\$5,674.10	\$47,704.10
10	\$42,580.00	13.50%	\$5,748.30	\$48,328.30
11	\$43,120.00	14.50%	\$6,252.40	\$49,372.40
12	\$43,680.00	14.50%	\$6,333.60	\$50,013.60
13	\$44,240.00	14.50%	\$6,414.80	\$50,654.80
14	\$44,830.00	14.50%	\$6,500.40	\$51,330.40

Falling behind: N.C. average teacher pay vs. national average



Sources: NEA Rankings of the States 2014 and Estimates of School Statistics 2015; N.C. Department of Public Instruction

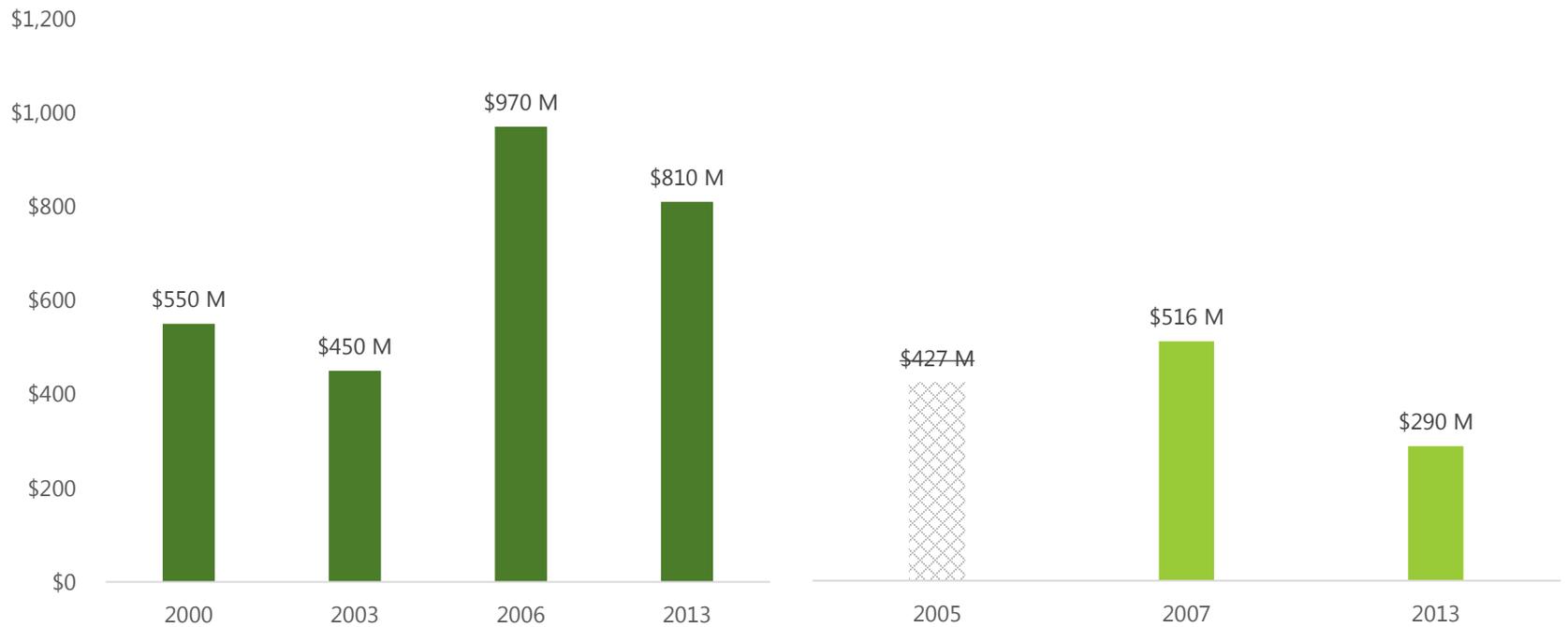
NC POLICY WATCH

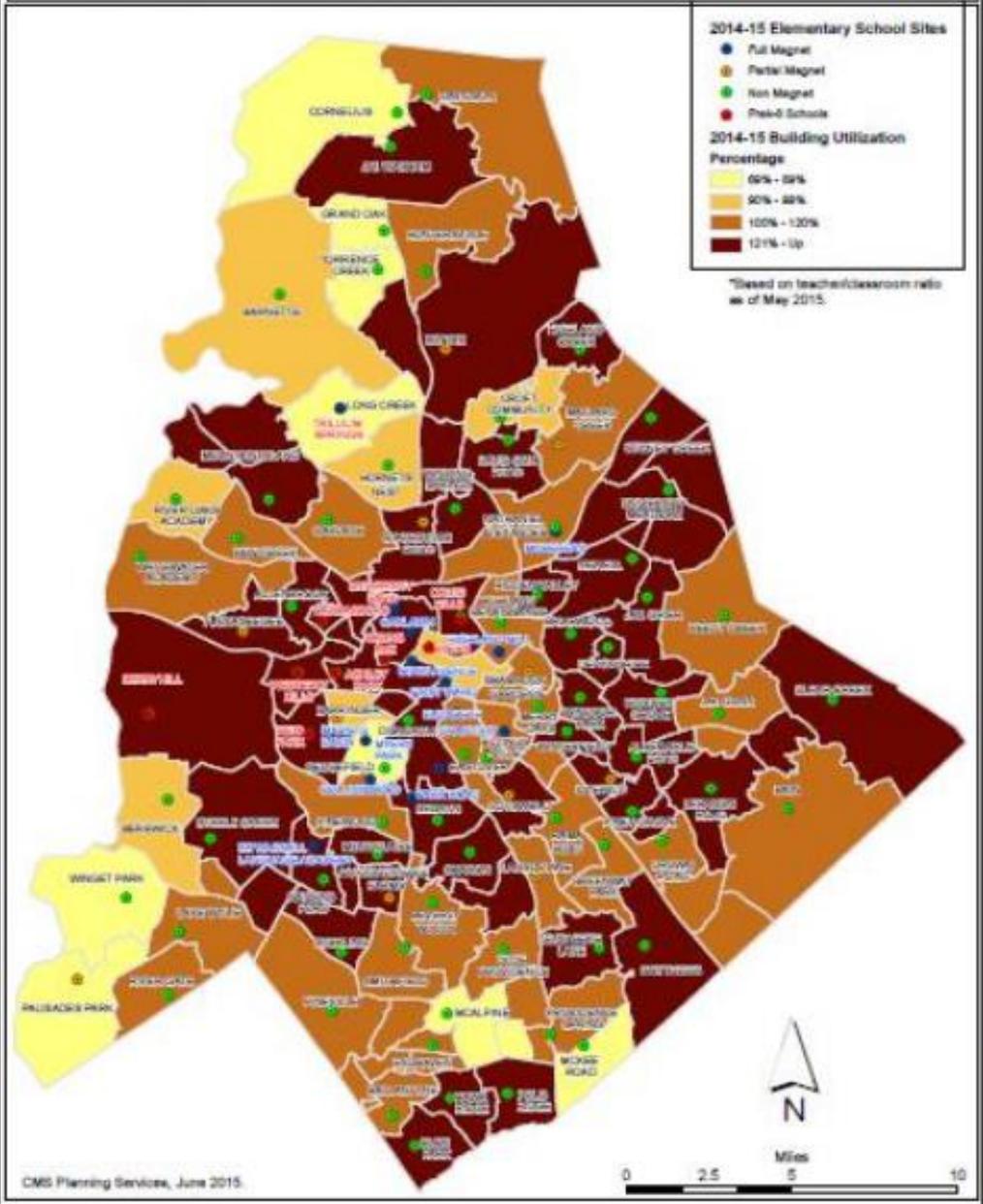
Source: NC Policy Watch, <http://pulse.ncpolicywatch.org/tag/teacher-pay/>

Capital Needs

Wake County Bonds

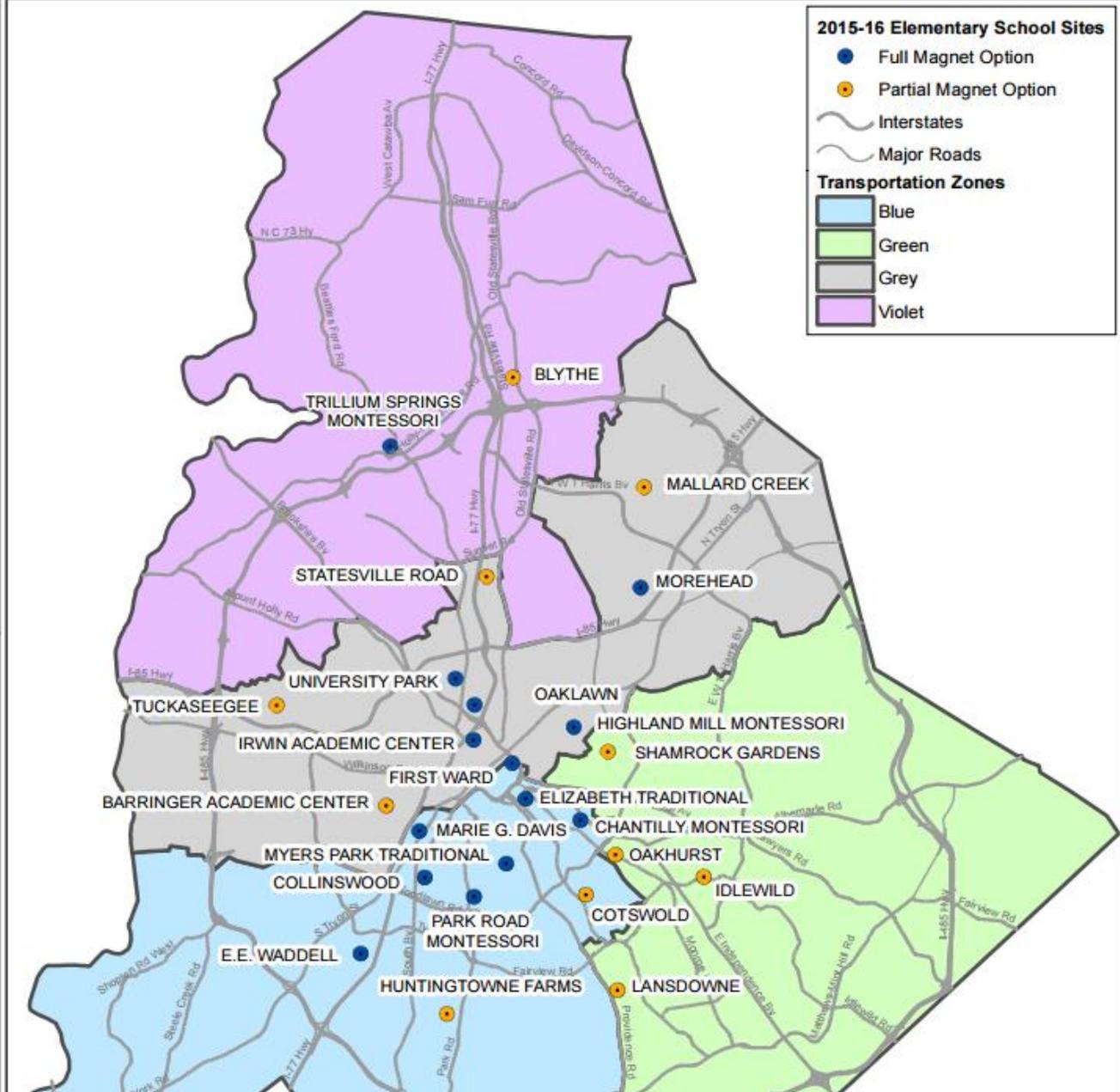
CMS Bonds





School Siting Matters

CHARLOTTE-MECKLENBURG SCHOOLS 2015-16 ELEMENTARY SCHOOL MAGNET PROGRAM LOCATIONS



We are opening segregated schools

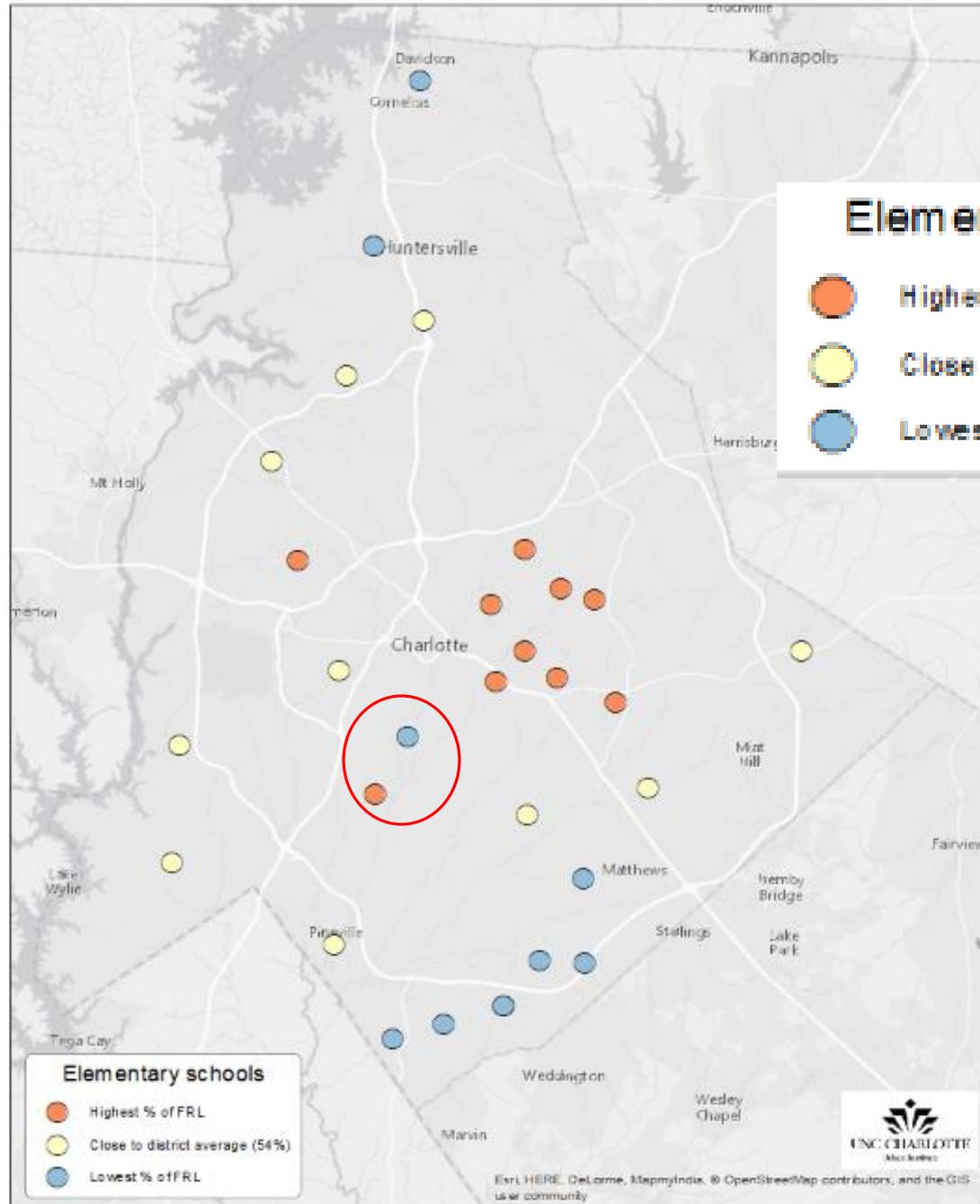
Grand Oak Elementary, opened in 2014

82% White

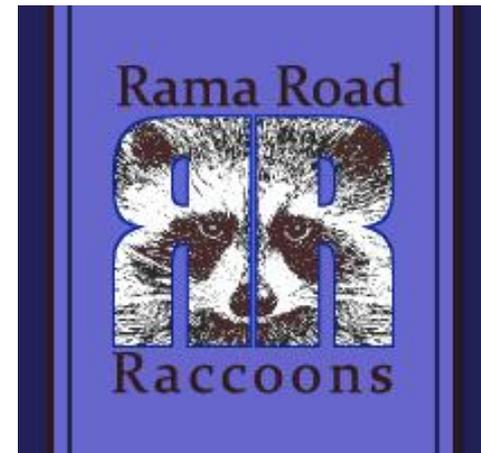
Lawrence Orr Elementary, opened in 2015

98% Students of Color

What about Pairing Schools?

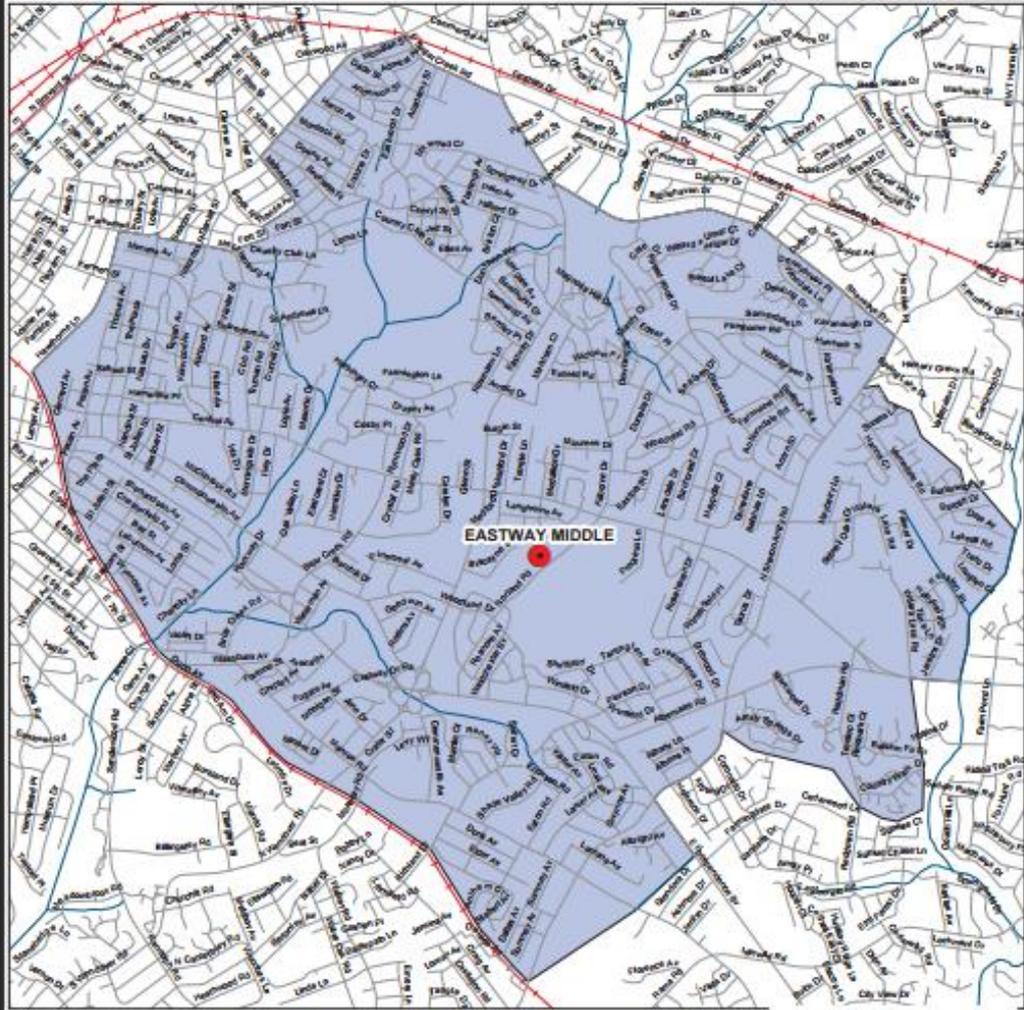


Build Neighborhood Support for Schools with Diverse Boundaries



Eastway Middle School

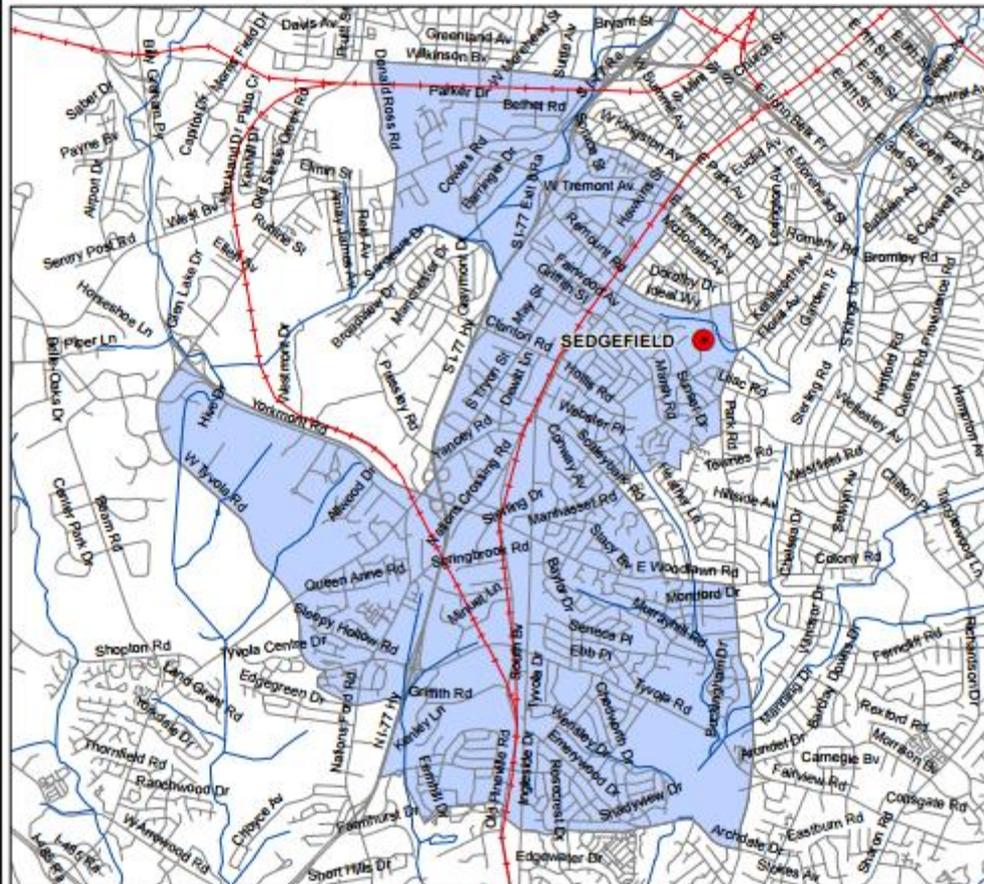
- Legend**
- Eastway Middle
 - Streets
 - Railroad
 - Water Bodies
 - Eastway Home School Area
 - Mecklenburg County



Sedgefield Middle School

Legend

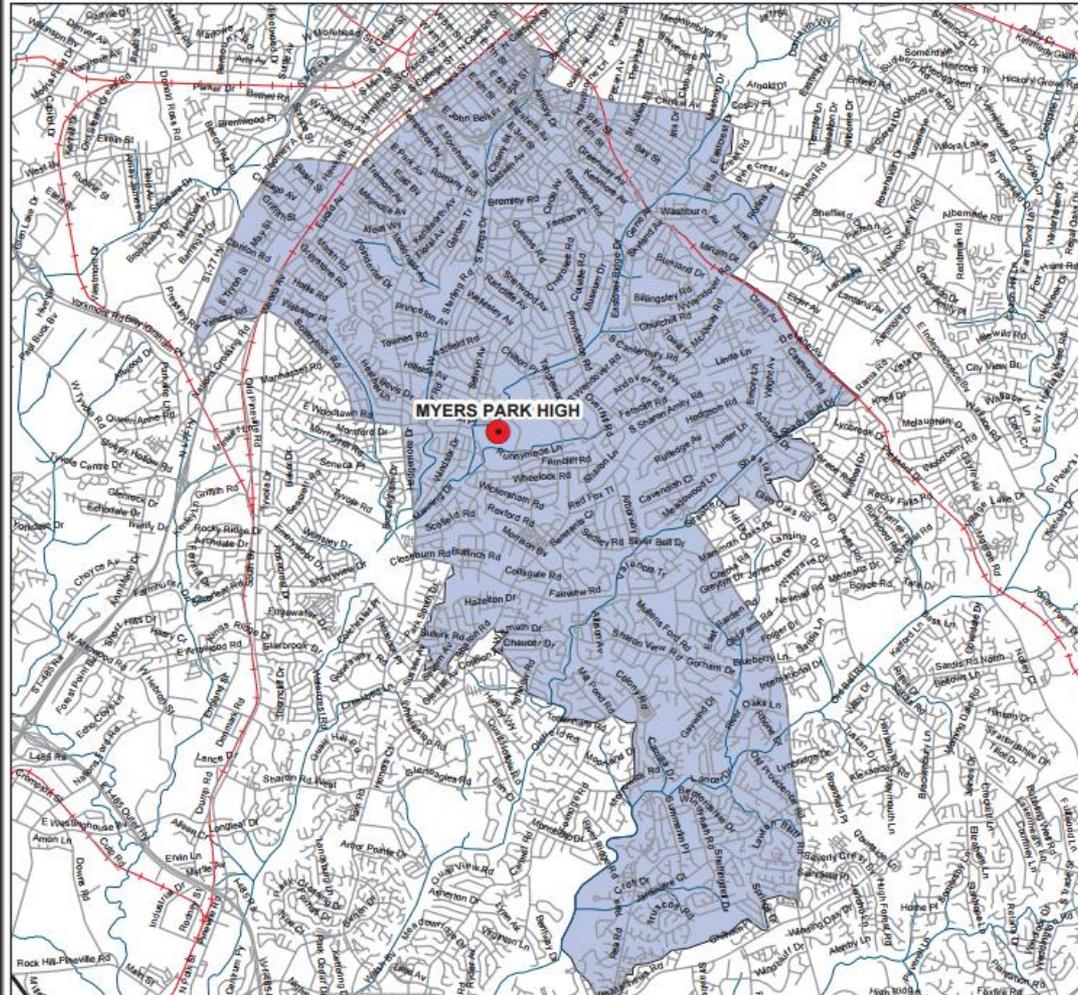
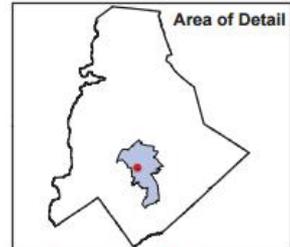
- Sedgefield Middle
- Streets
- +— Railroad
- Water Bodies
- Sedgefield Home School Area
- Mecklenburg County



Myers Park High School

Legend

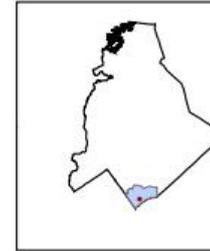
- Myers Park High
- Streets
- +— Railroad
- Water Bodies
- ▭ Myers Park Home School Area
- ▭ Mecklenburg County



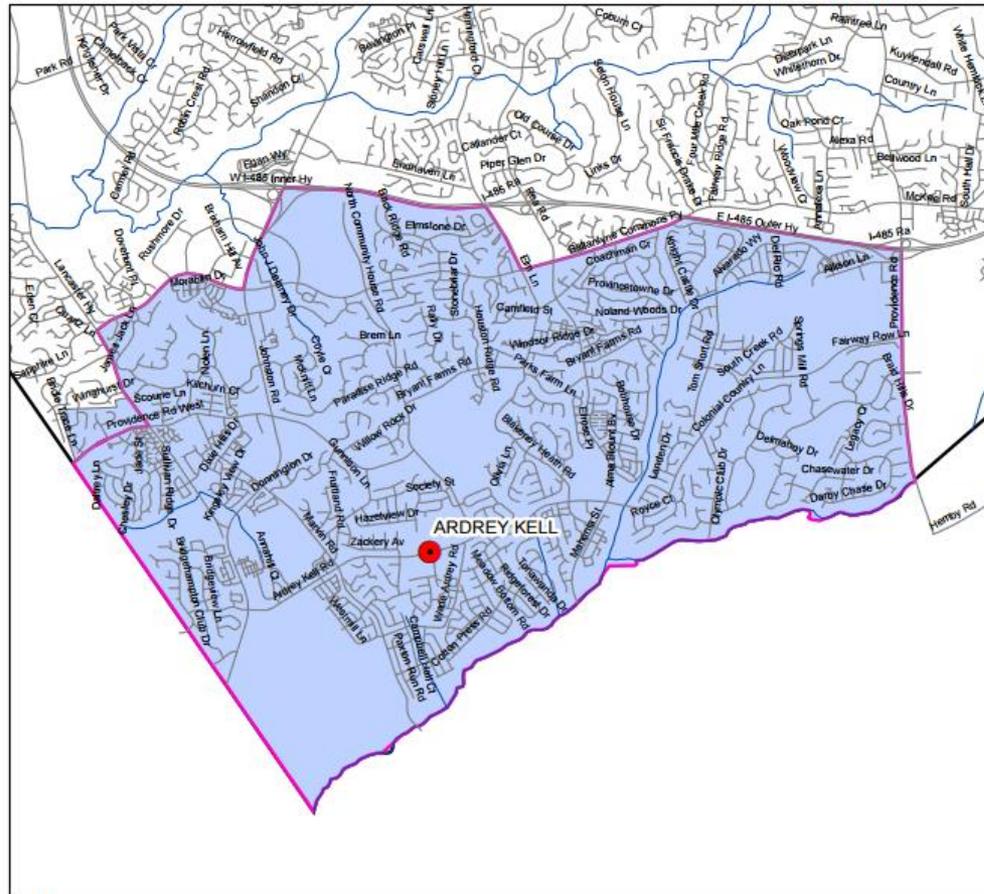
Ardrey Kell High

Legend

- Ardrey Kell High
- Streets
- +— Railroad
- Water Bodies
- 2014-15 Ardrey Kell Home School Area
- 2015-16 Ardrey Kell Home School Area
- Mecklenburg County



Area of Detail

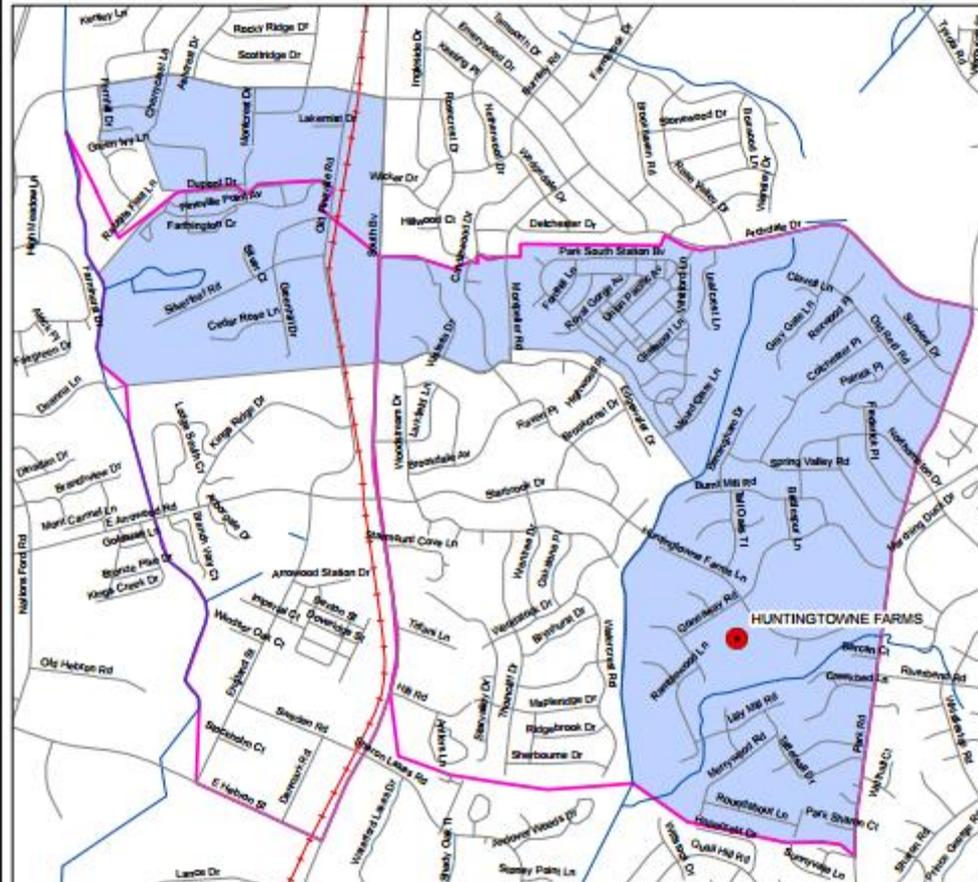


Legend

- Huntingtowne Farms Elementary School
- Streets
- Railroad
- Water Bodies
- 2014-15 Huntingtowne Farms Home School Area
- Huntingtowne Farms Home School Area
- Mecklenburg County



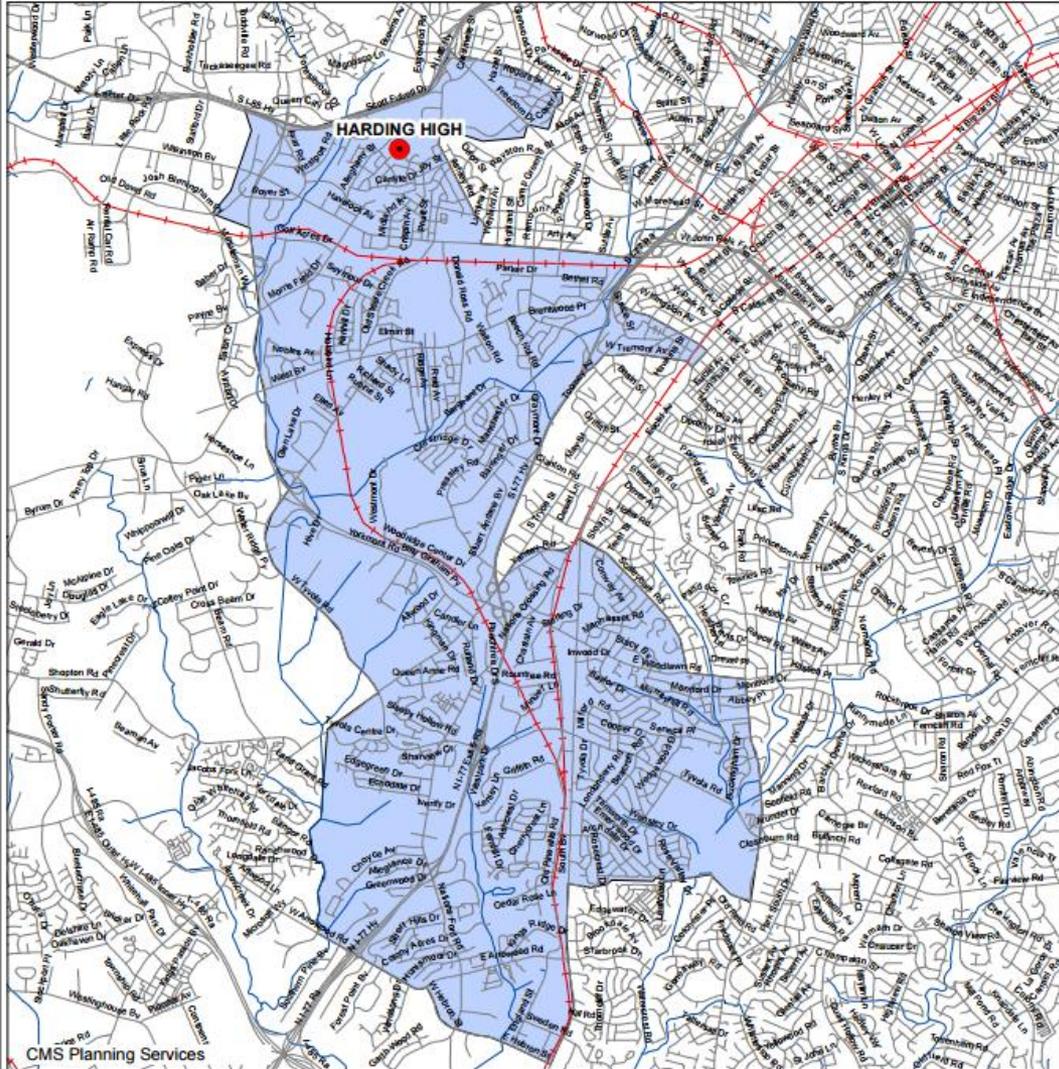
Area of Detail



Harding High School

Legend

- Harding High
- Streets
- +— Railroad
- Water Bodies
- 2011-12 Harding Home School Area



To summarize

- Money matters
- School siting matters
- Work to build community support for neighborhoods to attend schools that have been avoided, for various reasons.
- Let's redraw some boundaries
- We can choose to avoid hypersegregation
- Imagine the possibilities



Let's Imagine Together

For Our Community and
Our Kids

Thank you.

amy.hawn.nelson@uncc.edu

How do we measure
poverty?

Free/Reduced Price Lunch (FRL) Applications

Used for:

- Title I
- Planning and Student Placement
- Weighted Student Enrollment
 - student weighted staffing (FRL=1.3)
 - instructional supply allocations to schools

Community Eligibility Provisions

Section 104(s) of the Healthy, Hunger Free Kids Act of 2010

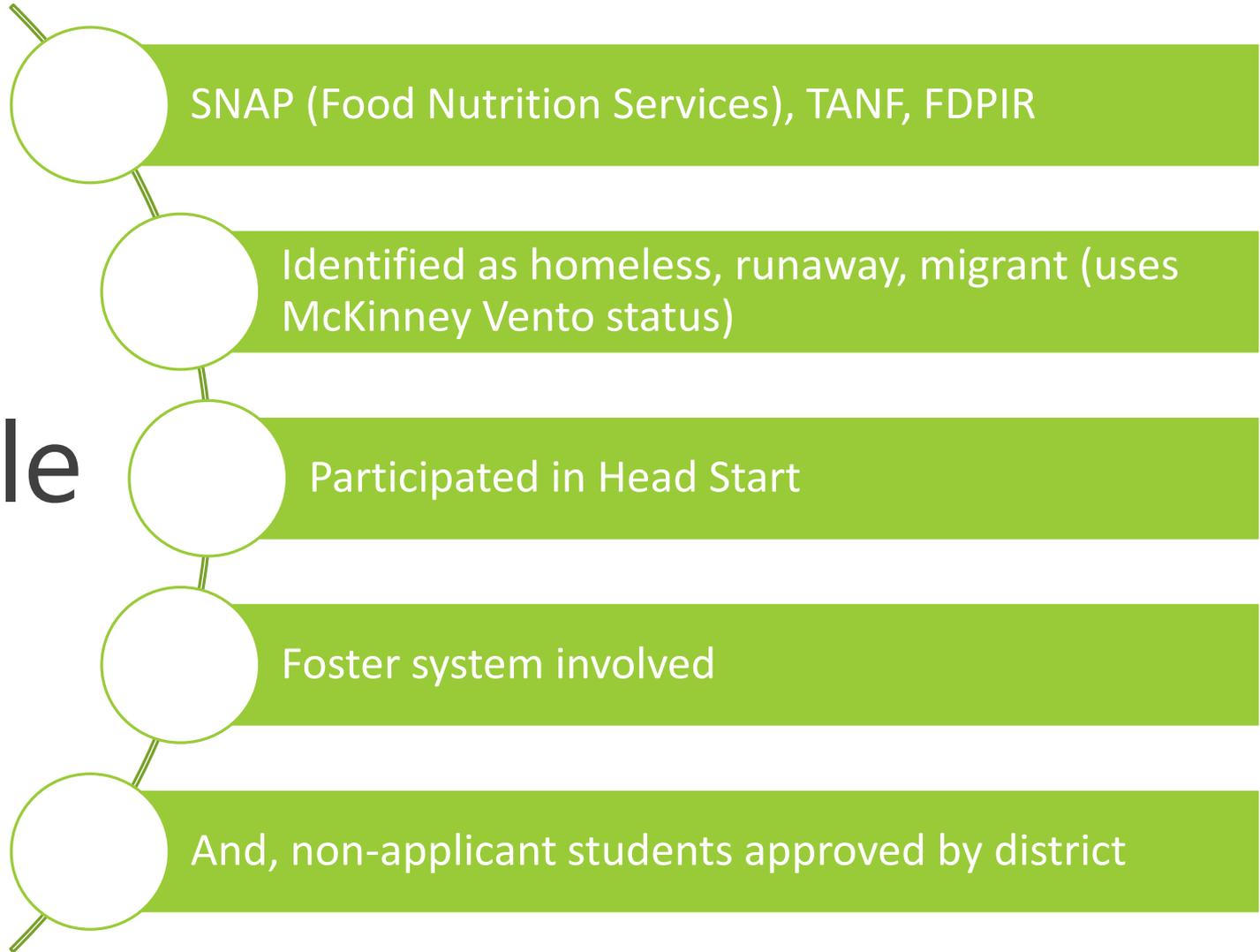
- Provided an alternative to household eligibility applications for free and reduced price meals in high poverty districts and schools.
- Purpose is to reduce administrative burden on schools and ensure optimal nutrition for students
- Districts may opt in or out each year
- District may participate in CEP for some or all schools

CEP eligible

- School must have a minimum of 40% identified students to qualify for CEP
(CMS is serving students at 42.5%+ for 2015-2016)
- 79 schools in CMS

Identified Students Percentage (ISP) \neq
Free/Reduced Lunch (FRL)

CEP eligible



Albemarle Road Elementary School		Martin Luther King, Jr. Middle School		Sedgefield Elementary School
Albemarle Road Middle School		Lake Wylie Elementary School		Sedgefield Middle School
Allenbrook Elementary School		Lawrence Orr Elementary School		Shamrock Gardens Elementary School
Ashley Park Pre K-8 School		Lebanon Road Elementary School		Starmount Academy of Excellence
Barringer Academic Center		Lincoln Heights Academy		Statesville Road Elementary School
Berryhill School		Military and Global Leadership Academy at Marie G. Davis		Steele Creek Elementary School
Billingsville Elementary School		James Martin Middle School		Sterling Elementary School
Briarwood Academy		McClintock Middle School		Stoney Creek Elementary School
Bruns Academy		Merry Oaks International Academy		Thomasboro Academy
Cochrane Collegiate Academy		Metro School		Tuckaseegee Elementary School
Coulwood Middle School		Montclair Elementary		Turning Point Academy
David Cox Road Elementary School		John M. Morehead STEM Academy		University Meadows Elementary School
Devonshire Elementary School		Nathaniel Alexander Elementary School		University Park Creative Arts School
Druid Hills Academy		Nations Ford Elementary School		Zebulon B. Vance High School
Eastway Middle School		Newell Elementary School		Walter G. Byers School
First Ward Creative Arts Academy		Northeast Middle School		West Charlotte High School
Garinger High School		Northridge Middle School		West Mecklenburg High School
Greenway Park Elementary School		Oakdale Elementary School		Westerly Hills Academy
Joseph W. Grier Academy		Oakhurst STEAM Academy		Whitewater Academy
J.H. Gunn Elementary School		Oaklawn Language Academy		Whitewater Middle School
Harding University High School		Paw Creek Elementary School		Winding Springs Elementary School
Hawthorne Academy of Health Sciences		Pinewood Elementary School		Windsor Park Elementary School
Hickory Grove Elementary School		Piney Grove Elementary School		Winterfield Elementary School
Hidden Valley Elementary School		Quail Hollow Middle School		
Highland Renaissance Academy		Rama Road Elementary School		
Hornets Nest Elementary School		Ranson Middle School		
Huntingtowne Farms Elementary School		Reid Park Academy		
Idlewild Elementary School		River Oaks Academy		

+ and – of Community Eligibility Provision

Advantages:

- all students receive breakfast and lunch, free
- reduced stigma for students
- improves nutrition (increase attendance and performance)
- reduced paperwork / staffing at school and district level (saves \$)

Disadvantages:

- potential reimbursement issues
- not able to track individual level data as a proxy for SES
- will never be able to look at poverty levels, across time

Also see:

<http://www.cms.k12.nc.us/mediaroom/201616budgetcapitalplaninfo/Documents/May%205%20BOE%20Budget%20Worksession.pdf>