



SCHOOL EQUITY ASSESSMENT

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SOUTHERN
TEACHERS
AGENCY

SCHOOL EQUITY ASSESSMENT

WHAT IS EQUITY AND WHY CONDUCT AN ASSESSMENT?

At its core, equity means fairness, and when we lead through an equity lens, everyone in our community has what they need to succeed (e.g., access to resources, regular evidence-based feedback, shared sense of accountability, stated values and norms, and systems of support). If this is not the case, our goal is to identify and eliminate barriers that prevent individuals or groups from fully participating.

Discover how well your school is doing as a place of inclusion and equity. The results of this equity assessment will help you establish priorities and improve practices. Some schools may simply need to monitor and maintain these while others will need to define and address challenges the school faces. A School Equity Assessment includes a broad review of current policies, practices, and procedures. It verifies best practices that are in place, identifies areas in need of improvement, and offers practical and actionable recommendations.

Dr. Cyndy Weldon-Lassiter conducts our school equity assessments. She has a successful record of independent school leadership that includes education administration and academic leadership, board leadership, change management, curriculum development, and human resources hiring and retention practices. During her 28-year career, Cyndy has led change by observing, listening, asking questions, and building collaborative partnerships in an effort to bring about lasting results.

The Equity Assessment examines policies, practices, and procedures in the areas of Board Leadership, Curriculum, Hiring and Retention, or School Culture. The resulting report will provide the guidance needed to move your school towards a truly equitable community.

AREAS ASSESSED

- Board Leadership**
 - Board Annual Goals
 - Board Composition
 - Board Evaluation
 - Board Policies
 - Board Trainings
- Curriculum Practices**
 - Assessments, Including Standardized Test Scores
 - Curriculum Content Overview
 - Goals and Vision for Student Learning
 - Instructional Strategies
 - Professional Development
- Hiring and Retention Practices**
 - Compensation Design
 - Employee Handbook
 - Hiring, Onboarding, and Attrition
 - Reporting Relationships
- School Culture**
 - Mission, Vision, Values
 - Exit Interviews
 - Retention Data
 - School Calendar
 - School Collateral (Brochures, Newsletters)
 - Student and Parent Handbooks



SCHOOL EQUITY ASSESSMENT

AREAS NOT ASSESSED

- Athletics
- Building Operations (Insurance, Healthcare, etc.)
- Fundraising

WHAT TO EXPECT

PRIOR TO VISIT

- Conversation with Head of School
- Requested Items (provided at least two weeks before visit)

ON-SITE VISIT

- Meet with Head of School
- Meet with appointed leader(s) as directed by the Head of School

END OF VISIT

- Exit meeting with Head of School to discuss preliminary findings
- Review report with Head of School and a designee

POST VISIT

- Six-month check-in and review

SCHEDULE

Conversation with Head	Determine and finalize scope of assessment; set date for on-site visit
Two weeks prior to visit	Requested documents provided by school
Visit to school	1-2 Days
Three weeks following visit	Report provided to Head of School and reviewed with others as requested by Head of School





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EDUCATION

Columbia University, New York, NY

Ed.D. in Curriculum and Teaching

Virginia Commonwealth University, Richmond, VA

M.T. in Education

Virginia Commonwealth University, Richmond, VA

B.A. in Psychology

EXPERIENCE

Southern Teachers Agency

Consultant

2022-present

St. Andrew's School, Richmond, VA

Head of School

2010-22

Montclair Kimberley Academy, Montclair, NJ

Elementary Teacher, Grade-Level Chairperson

2007-10

Columbia University, Teachers College, New York, NY

Research Assistant Fellowship

2004-08

Montclair Kimberley Academy, Montclair, NJ

Elementary Teacher, Grade-Level Chairperson

2001-04

Collegiate School, Richmond, VA

Elementary Teacher

1996-01

HONORS AND PROFESSIONAL DEVELOPMENT

- Harvard Business School Online, School Management & Leadership Certificate, 2022
- Memorial Foundation for Children Board Member, 2022-25
- Virginia Assoc. of Independent Schools Board of Directors, 2019-24, President, 2020-22
- Equity Literacy Institute, Equity Facilitator Training Certificate, 2021, 2022
- Hanover NAACP Member, Education Committee, 2020-present
- National Association of Episcopal Schools Board Member, 2014-20





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