

Changes in Federal Reporting Requirements for Race/Ethnicity

January 5, 2010

How is Race/Ethnicity Information Used?

- **Federal and state reporting requirements**
 - **Examples**
 - No Child Left Behind/ABCs
 - School lunch programs
- **Census 2010**
- **Demographic Analysis**
- **Not used in student assignment**

Changes Ahead

- **Why?**
 - Federal mandate tied to census
- **Who's affected?**
 - Students and staff
- **When is it required?**
 - Effective for the 2010-11 school year; July 1, 2010
- **When were these changes decided?**
 - U.S. Dept. of Education gave final guidance in December 2007
 - NCDPI shared information with WCPSS in June 2009

What's Different?

- **Students and staff can better self-identify their backgrounds**
 - More population groups
 - People may more accurately define the different parts of their heritage
- **Hispanic/Latino/Spanish origin recognized as ethnicity rather than race**

2000 and 2010 Census Questionnaire Sample

→ NOTE: Please answer **BOTH** Question 8 about Hispanic origin and Question 9 about race. For this census, Hispanic origins are not races.

8. Is Person 1 of Hispanic, Latino, or Spanish origin?

- No, not of Hispanic, Latino, or Spanish origin
- Yes, Mexican, Mexican Am., Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, another Hispanic, Latino, or Spanish origin — *Print origin, for example, Argentinian, Colombian, Dominican, Nicaraguan, Salvadoran, Spaniard, and so on.* ↴

9. What is Person 1's race? Mark one or more boxes.

- White
- Black, African Am., or Negro
- American Indian or Alaska Native — *Print name of enrolled or principal tribe.* ↴

- | | | |
|---|--|--|
| <input type="checkbox"/> Asian Indian | <input type="checkbox"/> Japanese | <input type="checkbox"/> Native Hawaiian |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Korean | <input type="checkbox"/> Guamanian or Chamorro |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Other Asian — <i>Print race, for example, Hmong, Laotian, Thai, Pakistani, Cambodian, and so on.</i> ↴ | <input type="checkbox"/> Other Pacific Islander — <i>Print race, for example, Fijian, Tongan, and so on.</i> ↴ | |

- Some other race — *Print race.* ↴

Data Collection Requirements

- **Student or parent must “self-identify”**
- **Two-part question**
 1. Ethnicity: Hispanic/Latino or not Hispanic/Latino
 2. Race (multiple choices allowed)
 - American Indian or Alaska Native
 - Asian
 - Black or African American
 - Native Hawaiian or Other Pacific Islander
 - White
- **If family chooses not to answer, must be “provided by an ‘observer’”**

Meeting the Requirements

- WCPSS and other LEAs must conduct a “re-identification process”
- **Growth and Planning and Student Information Services** are developing procedures and system upgrades to support schools
- **All departments** must evaluate impact of changes in student and staff reporting
- **HR and Technology Services** will establish reporting procedures for employees

Your Questions

(additional support information follows)

Key Points: Data Reporting Requirements

There are **7 reporting categories (total of 100% count)**:

- For individuals who are **Hispanic/Latino** of any race:

1 Hispanic/Latino

- For individuals who are **Non-Hispanic/Latino** and single race:

2 American Indian or Alaska Native

3 Asian

4 Black or African American

5 Native Hawaiian or Other Pacific Islander

6 White

- For individuals who are **Non-Hispanic/Latino** and multi- race:

7 Two or more races

TABLE 1: COMPARISON CHART

OLD REPORTING STANDARDS	NEW REPORTING STANDARDS	COMPARISON
American Indian or Alaskan Native	Race: American Indian or Alaska Native	Same definition.
Asian or Pacific Islander	Race: Asian and Race: Native Hawaiian or Other Pacific Islander	Separated into two categories: <ul style="list-style-type: none"> • Asian • Native Hawaiian or Other Pacific Islander
Black, Non-Hispanic	Race: Black or African American	Same definition.
Hispanic	Ethnicity - Hispanic or Latino	Individuals now choose an ethnicity in addition to choosing one or more races.
Multiracial		Multiracial category is no longer needed. Individuals choose more than one race, if appropriate.
White, Non-Hispanic	Race: White	Same definition.

Re-Identification Process

- To comply with the new Federal requirements, WCPSS must complete a race/ethnicity **re-identification** process for current students.
- This newly collected data must be loaded and stored in the modified WCPSS hosted NC WISE application by the start of the 2010-2011 school year, i.e., by the mandated deadline of July 1, 2010.
- **Growth & Planning and Student Information Systems (SIS)** are developing a procedure for the re-identification of students already in the WCPSS. This process will start in March 2010, and will consist of:
 - A letter and a form that will be mailed to all students by the end of February.
 - Parents of elementary school students will return the completed paper form to their school during March/April time-frame. Data managers will enter the information via a separate web-based application.
 - Middle and high school students' information will be collected through a SPAN form during their on-line registration process for the next year, in March 2010.
- Majority of the **survey will happen in March 2010**, follow-up will take place in April, and data will be loaded in the NC WISE application by June 30, 2010.

Re-Identification Process – cont.

- Additionally, **Growth & Planning** has developed a **new procedure** for schools to collect the required demographic data for new WCPSS students. This includes pre-registration for the **next** school year for kindergarten, siblings, and other new students, and enrollment of new students into the **current** school year, starting January 1, 2010.
- Schools will collect and store the new data in the following way:
 - Form for student registration has been modified with the new Race/Ethnicity questions (English and Spanish version).
 - A separate web-based application tool will be developed by mid-January for data managers to enter collected Race/Ethnicity data and ready it for loading it into the new NC WISE application.
- **Technology Services** will begin the planning and implementation process to upgrade the WCPSS hosted NC WISE application. The upgraded NC WISE application will accommodate the required demographic data changes and will be operational and loaded with new the data by the start of the 2010-2011 school year, July 1, 2010.
- **All departments** will evaluate the impact on the departmental, state and federal student data reporting processes, and will submit lists of needed changes to the existing reports/systems to SIS for analysis, review and implementation by the end of February 2010.

Re-Identification Process for Employees

- Human Resources works with Technology Services to establish an intranet/internet process for employees to sign on and re-identify
 - Re-identification process takes place in February 2010
 - Information stored in separate database
- Employee application process modified with new Race/Ethnicity questions
- New employees who completed an application prior to new race/ethnicity questions will be requested to re-identify during the CRC process
- Technology Services will work with Oracle for a solution to store race/ethnicity information with standard Oracle functionality