

# EQUITY TEAM ACTION PLAN

**Strategy Number:** 1

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**Date:** 11/15/17

**Strategy:** Foster a culture of equity to enable our students, staff and community to thrive.

**Specific Result:** Provide an educational opportunity for each student that focuses on fairness, inclusion and social justice.

**Equity Definition:** Advocacy, administrative leadership and teaching conducted in a framework centered in vision and in practice on congruity relative to race, class, gender, disability, sexual orientation or identity and other historically or currently marginalizing conditions. (Identifying the best practices and ensuring all students have equal access to those best practices.)

1. Assemble an Equity Leadership Task Force, comprised of a group of all pertinent stakeholders (Community, School Board Member, Parent, Administrator, Teacher) with student input obtained from stakeholders and brought to the group.

1a. The purpose of the Equity Leadership Task Force is to emphasize equity as an underlying dimension to school administration and evaluation processes and to assist in equalizing disparities.

1b. Establish contact and maintain a collaborative partnership with the Office of Equity at the ADE Equity and Accountability Division.

1c. Develop an equity assessment tool to analyze and assess district disparities related to current practices and new initiatives, in order to implement and develop a system-wide plan.

1d. Recognize and reward those who passionately lead and embrace the mission of assuring that all students, regardless of race, social class or standing, ethnicity, culture, disability or language proficiency, perform at their highest levels of achievement.

1e. Expand communication channels to effectively reach the complete range of public audiences and ensure their successful participation in developing and influencing core approaches to student achievement.

1f. Create cross-functional teams to improve the knowledge base and skill sets of administrators in achieving equity-building best practices.

2. Prepare students to understand each other, develop a stronger sense of community, celebrate diversity, exhibit empathy, encourage curiosity, seek new experiences and appreciate social harmony.

3. Broaden the Partners in Education Program to include non-traditional stakeholders within each school's domain in order to be a more democratic reflection of the community it serves.

4. Expand the Pre-K Program to include every elementary school in the district to support foundational needs and to correct disparity in basic skillsets.

5. Reconfiguration of grades to promote equity in teacher collaboration to ensure increased student learning. For example, establish achievement-oriented schooling for 5<sup>th</sup> and 6<sup>th</sup> grade students that challenge and stimulate their interest in STEM and culture.

6. Implement the Professional Learning Community (PLC) process district-wide to ensure all a guaranteed viable curriculum for higher levels of student learning is available to all students and that equity discussions are included in the process cycles.

7. Assure that school administrators are able to connect to larger concepts over and above the daily urgencies and exigencies they experience. Seek expanding networks of social reach, influence, collaboration and innovation. (Don't allow the daily grind to let administrators lose sight of the big picture.)

8. Implement 1:1 technology across the district to foster the conditions in which all students have access to all available learning opportunities.

9. Employ a district grant writer to seek funding towards increased equity initiatives in the district.