



Broward County Public Schools

School Equity Action Plan

Overview

Develop a plan to implement reflective and responsive practices to address cultural and equitable needs that have been identified for the school.

School: Colbert Museum Magnet Elementary School

School Year: 2019-2020

Principal: Dorsett McLeod

Cadre Director: Mrs. Haywood

Innovation Zone: Hallandale

Equity Mission Statement:

The equity mission of Colbert Museum Magnet Elementary School, in combination with parents and community stakeholders, is to accept students where they are academically, socially, physically, and emotionally. Colbert Museum Magnet Elementary School strives to guide students to develop to their fullest potential while building pride and self-confidence in becoming productive citizens in our ever-changing society.

Equity Vision Statement:

Colbert Museum Magnet Elementary School is dedicated to safeguarding an equitable learning environment for every student, family, staff member, and community stakeholder regardless of race, gender, socioeconomic status, physical appearance, or first language.

Equity Leadership Team:

Name: Dorsett McLeod

Position *Principal*

Name: Kyna Duarte

Position *Assistant Principal*

Name: Frances Morris

Position *Guidance Counselor*

Name: ShaRhoda Day

Position *Equity Liaison*

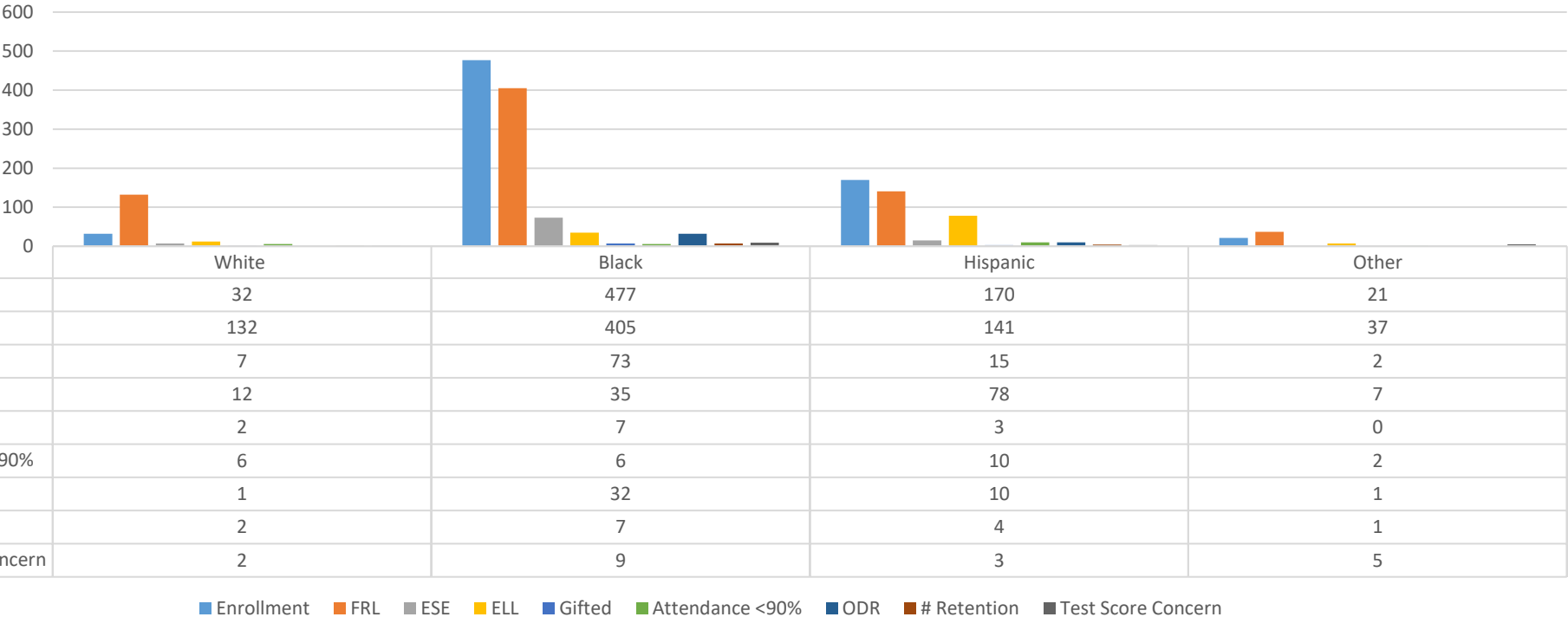
SCHOOL DIVERSITY DATA

Demographic Data

Student Data		Administration Data		Academic Support Staff Data		Non-Instructional Staff Data	
Total Enrollment	700	Total Enrollment	2	Total Enrollment	57	Total Enrollment	31
% White	5%	% White	50%	% White	35.1%	% White	9.7%
% Black	68%	% Black	50%	% Black	47.4%	% Black	64.5%
% Hispanic	24%	% Hispanic	0%	% Hispanic	12.3%	% Hispanic	19.4%
% Other	3%	% Other	0%	% Other	5.3%	% Other	0%
% Male	50.5%	% Male	50%	% Male	10.5%	% Male	19.4%
% Female	49.4%	% Female	50%	% Female	89.5%	% Female	80.7%
%FRL	%						
%ELL	18.8%						
%SWD	17.7%						

1. Double Click on Cell.
2. Select "Edit Data"
3. Enter Data
4. Close Window

School Disproportionality Data



Equity Action Plan

Develop action steps to support the cultural strengths of all school stakeholders to improve equitable educational attainment and promote student achievement. Use the following domains in your action step development.

Cultural Competency- How will you build school-wide cultural knowledge to promote respect, sensitivity, and understanding for your school's diverse population?

Equity Framework- How will you develop an infrastructure for equity that will guide and improve your school's commitment to providing equity for all stakeholders?

Culturally Responsive Teaching and Learning- How will you implement a culturally inclusive pedagogy and learning environment?

Domain	Action Step	Evidence of Implementation
Student Learning and Achievement	Cultural Competency Goal: Colbert Museum Magnet Elementary School will promote professional growth on cultural diversity and equity in education. Tactic: The school-based equity leadership team will roll out the school wide equity plan within the preplanning week of school. They will attend district professional development throughout the year. They will hold school based professional development with the staff about a variety of topics associated with cultural diversity and equity.	*My Learning Plan report *Professional development sign-in sheets *Professional development agenda
	Equity Framework Goal: Colbert Museum Magnet School will educate all students and staff about diversity. Tactic: The guidance counselor will conduct an SEL (Social Emotional Learning) training during preplanning week. She will also provide the teachers with the necessary materials for the SEL curriculum. The counselor will meet with teacher and hold class and or grade level sessions with the students if an issue arise.	*SEL Moments/Curriculum
	Culturally Responsive Teaching and Learning Goal: Colbert Elementary Museum Magnet School will look for opportunities to represent our students across race, class, and gender.	*Student Learning Survey

	<p>Tactic: <i>The teachers and academic coaches will replace word problem information with information that our students find relatable. They will also talk to the students as a class and one on one to find common interest.</i></p>	
<p>Cultural Awareness Development for All District Stakeholders</p>	<p>Cultural Competency Goal: <i>Colbert Museum Magnet Elementary School will promote diversity in education.</i></p> <p>Tactic: <i>The equity team along with the parental involvement committee will work together to create a monthly diversity calendar to ensure the students are exposed and educated on the different cultures and ethnicities that are within our Colbert families.</i></p>	<p><i>*Parental Involvement Committee Notes</i> <i>*Diversity Calendar</i> <i>*Shows/Events</i></p>
	<p>Equity Framework Goal: <i>Colbert Museum Magnet School will encourage a culturally friendly work and learning environment that embraces racial and gender fairness as well as diversity.</i></p> <p>Tactic: <i>The office staff as well as all stakeholders within the building will participate in a school-based discussion about customer service and hospitality. They will participate in all professional developments involving equity and diversity.</i></p>	<p><i>*Parent/Guardian surveys</i> <i>*Parent participation</i></p>
	<p>Culturally Responsive Teaching and Learning Goal: Currently in Progress</p> <p>Tactic:</p>	
<p>Equity in Behavioral and Disciplinary Practices</p>	<p>Cultural Competency Goal: <i>Colbert Museum Magnet School will review the Student Code of Conduct and data to positively impact racial inconsistencies in discipline referrals along with consequences.</i></p> <p>Tactic: <i>The school-based discipline team will roll out the school wide positive behavior plan within the first month of school. They will encourage and emphasize the reward program. They will meet with a teacher from each grade level monthly to review the current stats and areas of concern.</i></p>	<p><i>*Behavior/disciplinary data retrieved from BASIS</i> <i>*Discipline Plan</i> <i>*Break down of data from BASIS by race</i> <i>*previous meeting notes</i></p>
	<p>Equity Framework</p>	<p><i>*Elementary Discipline Matrix</i></p>

	<p>Goal: <i>Colbert Museum Magnet School will ensure that all students are discipline equally.</i></p> <p>Tactic: <i>The behavior specialist along with administration will work together using the Broward County Public Schools elementary discipline matrix to deal with any behaviors that require discipline equitably.</i></p>	<p><i>*Discipline Plan</i> <i>*Positive Behavior Plan</i></p>
	<p>Culturally Responsive Teaching and Learning</p> <p>Goal: <i>Colbert Elementary Magnet School will create a climate that views “failure” as a bump in the road and not the end of the road.</i></p> <p>Tactic: <i>The teachers will have students evaluate common misconceptions during class discussions. This will help to cement the procedure in the student’s mind that “failure” is only a bump along the road. They will also encourage students to setbacks as a chance for growth.</i></p>	<p><i>*Class anchor charts (SEL)</i> <i>*Progress Monitoring Data</i></p>