



Empower all students to achieve their own academic vision/goals and encourage excellence in education for all

- Research and remove barriers that prevent access for all students to participate in various courses.
- Promote student enrollment in career-based learning experiences through the Academic and Career Planning program.
- Increase awareness and participation of Early College Credit Program and explore transportation opportunities to/from post-secondary sites at no cost to student.
- Develop and promote database of diversity scholarships.
- Create college application and scholarship clinics during school day.
- Develop school-specific goals around equity based on analysis of school data.



Increase & improve cultural awareness and competence of all teachers, administrators, and staff with professional learning

- Create District Equity Leadership Team.
- Develop Professional Learning Plan addressing identity, implicit and explicit bias, and trauma sensitive schools.



Ensure welcoming, safe, inclusive and equitable school environments for all; valuing all students and respecting their differences

- Evaluate feedback from students of color via student engagement survey.
- Create school-based Equity Teams.
- Schedule opportunities for Courageous Conversations/ Listening Sessions.
- Implement a Black Studies course.



Recruit, hire, and retain teachers, administrators, and staff of color

- Continue focused efforts at Historically Black Colleges and Universities.
- Partner with colleges/ universities for student teacher opportunities.
- Continue work of District Teacher Ambassador Program.



Strengthen parent and community partnerships

- Increase minority parent response to parent surveys and identify areas of concern from families of color at District level.
- Survey parents of color at each school to identify topics most important to them at school level.
- Develop opportunities for parents to engage with teachers and administrators in an open forum dialogue to discuss their child(ren)'s experience in the District.
- Promote District's work around equity.