



Broward County Public Schools  
Equity & Diversity Department  
School Equity Action Plan  
2019-2020

**Overview**

**Contact: Dr. Melvern Bowe**  
**Phone Number: 754-323-0900**

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

**School: Hallandale Magnet High School**

**School Year: 2019-2020**

**Principal: Mark Howard**

**Cadre Director: Priscilla Ribeiro**

**Innovation Zone: Hallandale**

**Equity Mission Statement:**

Hallandale’s mission is equity for all by leading efforts and building sustainable partnerships to transform the educational environment, in addition to fostering inclusive excellence, promoting equity, and advocating social justice; and, in this way, nurture a climate that instills diversity as an asset.

**Equity Vision Statement:**

Hallandale High School is a student-centered, comprehensive and innovative educational environment, committed to teaching excellence that advances the life-long educational development of its students while strengthening the economic, social and cultural life of its diverse community.

**Equity Leadership Team:**

Name: Sonja Sherman	Position: Assistant Principal
Name: Melvern Bowe	Position: Equity Liaison/Teacher
Name: Michelle Mcnab	Position: Teacher/Latinos In Action Club Sponsor
Name: Frederica Carter	Position: HOPE Club Sponsor/5,000 Role Models Advisor
Name: Besnard Jean-Pierre	Position: Teacher/SGA Sponsor
Name: Eldard Moett	Position: Teacher/Band Sponsor

## 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
<b>Student Learning and Achievement</b>	<p><b>Cultural Competency:</b></p> <p><b>Goal:</b> Hallandale High School will promote continuous professional growth and improvement on cultural diversity and equity in education to address instructional strategies that promote cultural inclusiveness and produce equitable outcomes.</p> <p><b>Tactic:</b> Professional Study Days and/or Teacher planning days will be used to deliver trainings (by Equity Liaisons/DPI trainers) through whole group and department meetings to discuss racial/ethnic disparities in achievement data and to introduce new curriculum models/strategies that are culturally relevant, and which connect with students of color.</p>	<p>Two (2) equity trainings were held. All trainings were well attended with great teacher engagement.</p> <p>SEL professional development opportunities regarding equity and school culture are available for all staff to attend. TDA's will be provided for staff to attend off-campus sessions.</p>
	<p><b>Equity Framework</b></p> <p><b>Goal:</b> Create a greater awareness of the diversity on our campus and bring awareness of students, staff, and community to the richness of the cultures represented by implementing systems that will be easily reproduced from year to year.</p> <p><b>Tactic:</b> Extend our positive messaging to recognizing holidays on the schools cultural activities calendar including Haitian Flag Day, Chinese New Year, Jewish New Year, Latin American Holidays, and other cultural celebrations represented at our school.</p>	

	<p><b>Culturally Responsive Teaching and Learning</b></p> <p><b>Goal:</b> Students will have access to extracurricular experiences that will supplement their classroom learning and prepare them to be successful in our culturally diverse global society.</p> <p><b>Tactic:</b> All students will have the opportunity to participate in after school tutoring and enrichment programs through our 21<sup>st</sup> Century Leap High after school program where they receive free dinner, tutoring, access to clubs, and transportation Monday-Thursday.</p> <p>Students will have access to college presentations and college tour experiences facilitated through our BRACE advisor.</p>	
<p><b>Cultural Awareness Development for All District Stakeholders</b></p>	<p><b>Cultural Competency</b></p> <p><b>Goal:</b> Hallandale High School will foster and promote a culturally friendly work and learning environment, embracing diversity, and racial and gender equity.</p> <p><b>Tactic:</b> Hallandale High School will institute a new visual campaign to celebrate our diversity. SGA and the Start With Hello initiative will recognize/highlight dominant school cultures (one per quarter) using posters/visuals, announcement, and activities &amp; competitions (at lunches, dances, celebrations, morning and afternoon announcement, and “The Loop” to promote a more welcoming, culturally friendly environment. Displays will be in all common areas throughout the school, including the front entrance, front office, and guidance office. Important notices will be presented in diverse languages to represent the make-up of the school population.</p>	<p>Start with Hello Week in October</p> <p>All parent link messages are sent in English and Spanish.</p> <p>School-to-Home letters are sent in English, Spanish, Haitian Creole, and Russian, as needed.</p> <p>Spanish translation is provided as community meetings like SAF/SAF/PTSA</p>

	<p><b>Equity Framework</b></p> <p><b>Goal:</b> Create opportunities for students to provide feedback and share their diverse perspectives regarding our school environment.</p> <p><b>Tactic:</b> Students will participate in Town Hall meetings and panel discussions where they share their perspectives and ask questions of our school and district leaders, as well as of each other, in an effort to bring a greater awareness to perceived inequities and to foster an environment of transparency and problem solving.</p>	<p>Superintendent’s Town Hall in September 2019</p>
	<p><b>Culturally Responsive Teaching and Learning:</b></p> <p><b>Goal:</b> Hallandale High School will host events for the community that will introduce the community to the customary beliefs, social forums, and material traits of racial and religious practices of various cultures.</p> <p><b>Tactic:</b> Hallandale High School will host events that bring cultural awareness and appreciation that are free and open to the community. Events include monthly SAC/SAF/PTSA meetings, Family Night Events, Hispanic Heritage Celebration in October, International Festival in November, and Holocaust Memorial with Holocaust Survivors as special guests in April.</p>	
<p><b>Behavioral and Disciplinary Practices</b></p>	<p><b>Cultural Competency</b></p> <p><b>Goal:</b> Hallandale High School will employ behavioral and social-emotional disciplinary initiatives to promote positive behavior, self-regulation, and restorative practices to regulate disciplinary procedures and to impact racial and gender disproportionality.</p>	

<p><b>Tactic:</b> Hallandale High School utilizes mentoring programs including 5000 Role Models, Mentoring Tomorrow's Leaders, Women of Tomorrow, Carter Cares, and JUS to actively engage Black students into the school culture, create leadership opportunities, promote mentoring opportunities, and promote positive behavior and self-regulation.</p>	
<p><b>Equity Framework</b> <b>Goal:</b> Provide incentives for all students equitably to behave in positive ways. Provide interventions for students with multiple discipline referrals. <b>Tactic:</b> Utilizing our Hero K-12 system, students will earn positive behavior points for meeting and exceeding behavior expectations. The HERO student club will offer monthly reward celebrations for students who have earned HERO points for positive behaviors like arriving to class on time, staying on task, and doing kind things for other students and staff. Students who receive multiple discipline referrals will be referred to RTI and placed on the Tier-2 Check-In-Check-out (CICO) system. These students will be assigned an adult mentor who will meet with them weekly during their personalization period to review and discuss their grades, attendance, behavior, extracurricular participation, and social-emotional well-being.</p>	<p><b>Dates of HERO Celebrations:</b> October 3 November 7 December 5 January 16 February 6 March 5 April 2</p>
<p><b>Culturally Responsive Teaching and Learning:</b> <b>Goal:</b> Hallandale High School will utilize data to analyze behavioral trends and to identify and correct any racial disparities as it pertains to discipline. <b>Tactic:</b> The school wide positive behavior plan committee will meet monthly on Professional Study Days to review monthly behavior data and share it with staff. The committee will analyze the data monthly to make necessary adjustments to school-wide practices and provide staff development to address any inequities highlighted by regular data reviews.</p>	<p><b>Dates of Discipline Data Review with Staff:</b> September 12 October 3 November 7 December 5 January 16 February 6 March 5 April 2</p>