

Equity Plan of Action

Template.

Equity Action Plan Template*		
Develop and record SMART goals and action steps based on information from your Equity Audit to support three areas of focus: <i>Student Learning and Achievement, Diversity, and Culturally Responsive Teaching/Leadership.</i> All goals and action steps should support and improve equitable practices while promoting student achievement. For additional information, please refer to Progress Reports provided by the school Equity Liaison.		
Focus Area	Goals and Action Steps	How will you evaluate the effectiveness of your action steps?
Student Learning and Achievement Goal	<p>SMART Goal: By May 2022, 9th and 10th grade students identified as being in the lowest quartile will demonstrate increased proficiency in the area of reading by 5% through the implementation of interventions such as pull-outs/pull-ins, progress monitoring and continuous tracking of data as measured by the F.S.A.</p> <p>Action Steps:</p> <ol style="list-style-type: none">1) Pull-out/ Push-in with ESSAR Literacy Support Staff2) Ongoing progress monitoring with through READ 1803) System 44 progress monitoring4) PASL Support Push-in Administration bi-weekly lessons supporting study skills, time management, prioritizing and literacy.	<ul style="list-style-type: none">• Progress Monitoring through READ 180• Monitoring through Growth Measurement Test via the English Department done 3 times per year.• End of the year FSA results for 2022.

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<p>Diversity Positive Behavior and School Climate Goal</p>	<p>100% of our Cypress Bay High School 9th graders with 3 or more referrals for out of assigned area infractions will decrease their current referral status by 2, by the end of the first semester December 2021, as measured by the DMX Matrix.</p> <p>Action Steps:</p> <p>Step 1 Mr. Smith 9th grade Behavioral Specialist will gather baseline data from August 18. Until September 17th.</p> <p>Step 2 Behavioral Specialist will initiate parent contact.</p> <p>Step 3 A Canvas Behavioral Modification Module will be assigned to student for infraction.</p> <p>Step 4 Peer Mentor will be assigned to student with a mentor follow up report.</p> <p>Step 5 PLC Team will collaborate to progress monitor once per month. (Oct., Nov., Dec., Jan., Feb., Mar., April, May)</p>	<ul style="list-style-type: none"> • Data from the DMS Matrix on Basis
<p>Culturally Responsive Teaching/ Leadership</p>	<p>SMART Goal: By May 2022, 97% of our faculty will be trained to increase awareness and sensitivity in the four State mandated educational areas of Hispanic Heritage, Holocaust Education, Black History and Women's Studies</p>	<ul style="list-style-type: none"> • Teacher follow-up PLC Required Activities • Teacher implementation through-out corresponding curriculum.

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	<ul style="list-style-type: none">• In an effort to continue to infuse our equity component into the adult portion of our PLC's, experts in designated fields will develop trainings to add knowledge, increase awareness, and sensitivity in areas that the state deemed as educational mandates.• Adult component of PLC 30-45 minutes	
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*An exemplar of the Equity Plan is available on OSPA.