

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	SMART Goal: By May 2022, 9 th and 10 th 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.	<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.
	Action Steps: <ol style="list-style-type: none"> 1) Pull-out/ Push-in with ESSAR Literacy Support Staff 2) Ongoing progress monitoring with through READ 180 3) System 44 progress monitoring 4) PASL Support Push-in Administration bi-weekly lessons supporting study skills, time management, prioritizing and literacy. 	

Equity Plan of Action

Diversity Positive Behavior and School Climate Goal	100% of our Cypress Bay High School 9 th 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.	<ul style="list-style-type: none"> Data from the DMS Matrix on Basis
	<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>	
Culturally Responsive Teaching/ Leadership	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	<ul style="list-style-type: none"> Teacher follow-up PLC Required Activities Teacher implementation through-out corresponding curriculum.
	Action Steps: SEE below	

Equity Plan of Action

	<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	
--	---	--

*An exemplar of the Equity Plan is available on OSPA.