

2024- 2025 School Wide Equity and Prevention Plan

Equitable schools provide all students with a safe and supportive environment that enables them to reach their highest potential. The climate, process, and content ensure successful outcomes by providing appropriate resources, employing culturally competent strategies, and eliminating barriers to opportunity. The equitable school:

- Has a clear mission committed to optimizing opportunities for all students, regardless of age, color, disability, neurodivergence, expression, genetic information, marital status, national origin, language ability, race, religion, sex, or orientation;
- Provides a welcoming and positive environment where visual displays and supplemental materials present diversity in inclusive, non-stigmatizing, and affirming ways; and
- Works in partnership with parents, guardians, and caregivers, and the community at large to provide consistent support for all students, to enrich the experiences of students, and lead to improved and enhanced student outcomes.

According to the Diversity Committee Policy, the School Board of Broward County believes “that educational equity should be promoted to ensure equitable opportunities and resources to meet the needs of all students.” To facilitate this vision, each school principal is tasked, as part of the Anti-Bullying Policy, with designating a liaison to act as the Equity, Diversity, and School Climate Department contact and disseminator of prevention related resources. The Equity & Prevention Liaison collaborates with their site’s administration to:

- Facilitate the completion of an audit and use that information, with other relevant data, to construct SMART goals and an action plan;
- Operationalize the plan of action by identifying and using data-aligned, appropriate district resources that support diversity, wellness, substance use prevention, and violence prevention; and
- Monitor their site’s progress by reporting on and updating the plan as necessary.

As part of the school’s School Improvement Plan, the Equity & Prevention Liaison will submit their site’s School-Wide Equity and Prevention Plan.

The plan consists of two sections: the audit, and the goals and action plan. Both sections must be uploaded as a single PDF to BCPS Central and should be updated as necessary following all SAC procedures and applicable district policies.

Part 1- School-Wide Audit

Using the questions below, the Equity and Prevention Liaison will facilitate the completion of a comprehensive audit. Only the members of the site Equity and Prevention Team are asked to participate with the completion of the audit. The Equity and Prevention Team should consist of the Equity and Prevention Liaison and the site Principal/ Director, and a representative from the following groups: Guidance, Exceptional Student Education (such as the Inclusion Champion or Behavior Specialist), PBIS Contact, RTI Contact, and Academics (such as a Literacy, Math, or Science Coach or Curriculum Leader). SAVE Promise Champions, Mentoring Coordinators or Site Directors, Peer Counseling Teachers, or Human Relations Council Advisors can also be invited to participate as members of the Equity and Prevention Team.

After reviewing each section, go item by item deciding if “yes” this occurs at your site or “no” this does not occur at your site. For an item to be “yes” the practice must be done consistently, across multiple spaces on your campus. On the final audit, there should be no tally marks or counts for yes or no. The final audit should indicate the consensus, either a yes or no for each item. Remember the audit is non-evaluative; it is meant to open discussions about equity and prevention.

School Information	
School Name: James S. Rickards Middle School	Zone: NorthEast
Principal Name: : Eric Gurreonero	Regional Associate Superintendent: Jermaine Flemming
Equity & Prevention Liaison Name: Sasha P. Azouth	
Equity and Prevention Team Members	
Name: Scarlett Alex	Guidance
Name: Jose Santiago	Exceptional Student Education
Name: Fatima De Leom	PBIS Contact
Name: Scarlett Alex	RTI Contact
Name: Kara Pluchino	Academics
Name:	Position:
Name:	Position:

School-Wide Audit		
Section 1: Diversity		
	Yes	No
Are activities and events facilitated in culturally competent ways?		x
Are all levels of classes comprised of students who proportionately reflect the diversity within the overall school?		
Are all staff members responsive to the varied needs of demographic groups and communities in the school?	x	
Are critical educational issues addressed in staff meetings, PLCs, data chats, and other spaces in ways that do not stereotype or stigmatize?	x	
Are enrollments in advanced courses, innovative or special programs monitored for disproportionate representation of one racial/ethnic or cultural group or by sex?	x	
Are issues of access and equity, and topics of community concerns/needs a regular part of faculty meetings and department PLCs?		x
Are the supplemental materials and books in the media center culturally inclusive, and non-stigmatizing and unbiased in their representation of diverse people?	x	
Do school assemblies, special programs, and speakers reflect the diverse nature of the school and larger community?	x	
Do staff at different paid or volunteer job levels feel that a culture of respect exists within the school?	x	
Do staff members engage in healthy, productive, and respectful professional interactions with other staff members from culturally diverse backgrounds?	x	
Do enrollments in advance courses, and innovative and special programming proportionately reflect the diversity within the overall student population?	x	
Does staff structure activities to promote the development and exercise of leadership skills among all students, including racially, culturally, and linguistically diverse students?	x	
Does the interaction of school staff with each other, students, families, and community members convey a respect for people regardless of their identity or background?	x	

Does the visual environment, including online school portals, virtual and in-person classrooms, bulletin boards, displays, hall decorations, and offices, who diverse students of varied racial, ethnic, language, expression, orientation, cultural groups, and people with disabilities in a variety of roles?	x	
Have interpreters and translators been identified for the varied languages present in the school community to facilitate two-way communication between families and school staff?	x	
Have procedures been implemented to respond to data indicating disproportionalities related to enrollments in advance or innovative programs?	x	
Is guidance and counseling provided to inform parents and encourage all students to take advanced courses, or to participate in innovative, or special programs?	x	
Reflection		
After reviewing the items in this section, identify one (1) area indicated as a “no” that can be addressed in the site’s plan of action for this year. What needs to happen to make this item a “yes”? What potential obstacles exist? What potential resources are needed? What structures are already in place to make this change happen? Please address all elements in your written response in the space below.		
We need to ensure that teachers are trained with culture proficiency. Through our Professional Developments, understanding student needs and dissecting student diverse accommodations. Providing students with proper training in working with diverse backgrounds and experiences. We will need a in house PD for our teachers, including appropriate technology, and diverse handouts.		
Section 2: Engagement		
	Yes	No
Are staff equipped with the skills, knowledge, and expertise to develop partnerships with families that are built on trust and respect, and enhance students' learning and well-being?	x	
Are the activities and programs on campus inclusive and responsive according to the diverse identities and needs of students and the overall school community?	x	
Do all segments of the school community participate in and are encouraged to attend school events (including service-learning or volunteer opportunities, PTA/PTO, etc.)?		x
Do teachers and staff collaborate regularly with families regarding the expectations for student academic progress and achievement, behavior, and overall wellness?	x	

Does the school ensure that families have access to information, virtually and in person, in simple plain language that they can understand?	X	
Does the school invite families to share their expertise and incorporate students' and families' funds of knowledge?	x	
Does the school provide avenues for families and other community members of diverse backgrounds to advocate for their students and help students to develop their abilities and obtain needed resources?	x	
Does the school reach out to families of students to address potential barriers that students may experience in accessing their educational learning?	x	
Reflection		
After reviewing the items in this section, identify one (1) area indicated as a “no” that can be addressed in the site’s plan of action for this year. What needs to happen to make this item a “yes”? What potential obstacles exist? What potential resources are needed? What structures are already in place to make this change happen? Please address all elements in your written response in the space below.		
We want our community Liaison to reach out to different stakeholders to gain in more involvement and interest in RMS. We are limited based on our space, because we only have portables. We have cafeteria with limited capacity, and primarily outdoors or weather effects. We achieve in spite of our barriers.		
Section 3: Prevention		
	Yes	No
Are acceptable standards for students' behavior (both in person and online), language, and dress non-discriminatory?	X	
Are all students held to high expectations and met with a high level of support?	x	
Are consequences for student actions, such as discipline infractions and praise, distributed equitably?	x	
Are consequences for violating school procedures taught to students using evidence-based strategies (e.g., restorative practices, culturally responsive PBIS, etc.)?	x	
Are current needs of the school community frequently assessed (e.g., food, transportation, housing, physical health, and overall-wellness)?	X	
Are the prevention programs at your school offered in inclusive, non-stigmatizing, and affirming ways?	x	

Are there established areas of recognition and processes for honoring students' contributions, growth, achievements, and services?	x	
Are there opportunities to enable racially, culturally, and linguistically diverse students to develop leadership skills in problem-solving and intergroup communication?		
Are values of fairness and inclusion modeled by all school staff?	x	
Do staff nurture student self-esteem through the study of student backgrounds, languages, and cultures?		x
Do staff set expectations, teach, and reinforce positive behaviors; support students to get back on track; and hold all students to consistent standards of behavior?	x	
Do most students and families participate in the prevention programs at your school?	x	
Do you know the active prevention programs at your school?	x	
Does staff facilitate diverse student representation in curricular, extracurricular, and co-curricular activities?	x	
Does the school collaborate with families and community partners to align strategies for supporting students' overall well-being?	x	
Does the school encourage cooperation between students?	x	
Does the school facilitate diverse student involvement in curricular, extracurricular, and co-curricular activities?	x	
Does the school have a clear mission or vision statement regarding educational equity?	x	
Does the school staff work to develop non-academic, personal connections with each student?	x	
Does the school use restorative approaches to support the overall well-being of students and staff?	x	
Have all staff received trauma-informed training to support student success and well-being using restorative practices?	x	
Is staff able to name or identify for students who can help them with bullying?	x	
Is staff able to name or identify for students who can help them with de-escalation?		x
Is staff able to name or identify for students who can help them with mental health resources?	x	
Is staff able to name or identify for students who can help them with substance use prevention?	x	
Is staff able to name or identify for students who can help them with suicide prevention?	x	

Is staff able to name or identify for students who can help them with violence prevention?	x	
Is staff able to name or identify for students who can help them with wellness?	x	
Is the code of student conduct applied fairly and equitably to all students?	x	
Is the language used by staff free from stereotypes about people or groups?	x	
Is the leadership team positioned to identify potential gaps in access and to respond appropriately?		x
Reflection		
After reviewing the items in this section, identify one (1) area indicated as a “no” that can be addressed in the site’s plan of action for this year. What needs to happen to make this item a “yes”? What potential obstacles exist? What potential resources are needed? What structures are already in place to make this change happen? Please address all elements in your written response in the space below.		
We need staff trained more in culture proficiency and practicing culture competence through coursework specific to the students in their classroom. A potential pushback regarding time and content. They will need tools to reach all students. Classroom resources need to be strategically placed based on classroom culture.		

Part 2- Goals and Action Plan

In collaboration with the leadership team, review the results of the audit, focusing on areas for growth. Evaluate the audit findings using applicable data, and complete the template. For the submitted plan to be evaluated as complete the plan must have: three (3) SMART goals, action steps, a plan for monitoring and evaluating progress, and aligned data. The focus of these goals should be affective and behavioral engagement. The SMART goals must be properly formatted, action steps aligned to the properly formatted goals, and the plan for monitoring and evaluation must be progressive and aligned to data. If you need support with constructing acceptable goals, please contact your zone's assigned Equity & Prevention Advisor or the Diversity Team via email to DiversityTeam@browardschools.com.

Goals and Action Plan Template*

Develop and record SMART goals and action steps based on information from the audit to support three areas of focus: Student Learning and Achievement, Student Behavior and Discipline, and Student Engagement.

All goals and action steps should support and improve equitable practices while promoting student achievement. Please use the District Attendance Dashboard, BCPS Customer and Climate Survey Dashboard, and FAST PM Performance and Participation Dashboard available on the [Research, Evaluation, and Accountability Sharepoint](#), as well as data sets available in the SIS to construct your SMART goals.

For support, please reach out to your Equity & Prevention Advisor or the Diversity Team via email to DiversityTeam@browardschools.com.

Focus Area	Goals and Action Steps	How will you evaluate the effectiveness of your action steps? What baseline data will you use?
Student Learning and Achievement	SMART Goal: By May of 2025 ,students responding favorably to setting academic goals will increase by 10% through the use of goal setting.	<ul style="list-style-type: none"> 1. Quarterly Rocket Talks with administrator, I ready data chats, ESE Specialist, Literacy Coach, and grade level support facilitators working on IEP & reading goals and tracking student learning results using Performance Matters/FAST. Offer after school and Saturday camps for struggling readers or readers not on grade level Offer cultural clubs that encourages diversity and voice. Offer field trips that exposes students to diverse cultures and history. Bring in diverse speakers and mentors that will assist in the development of social awareness in the community.
	Action Steps: Having students create goal setting in there core classes. Support Facilitators and coaches will conduct Professional Development to train staff regarding providing proper accommodations for ELL & ESE students in the general education setting. Ensuring all	

	school activities comprise of students who reflect our school diversity. Additionally, support facilitators will engage in data chats with both students and teachers focusing on areas of remediation.	
Student Behavior and Discipline	SMART Goal: By May 2025, students responding favorably to, “In my school students treat adults with respect” will increase by 10% through the use of PBIS in our school culture daily and increase student leadership.	1. 30% decrease in SESIR reports on fighting among Hispanic students <ul style="list-style-type: none"> • 30% enrollment increase in the Latinos in Action Club • 30% enrollment increase of Hispanic males the MTL Club, NJHS, 5000 Role Models • Having a Leader in ME initiative program up and running by December 2024
	Action Steps: <ul style="list-style-type: none"> • being flexible with the times, open invite for all students to join Latinos in Action Club • Having Monthly Meetings with PBIS Committee and PBIS Team to identify students who need extra support • Maintain MTL club, NJHS, 5000 Role Models by having Hispanic students join to learn leadership qualities. • Creating a Teacher/Student Mentor Program • Leader in Me Initiative 	2. The baseline data that we will use is the results from 2024 SESIR reports. This will determine what practices will be put into place.
Student Engagement	SMART Goal:	1. Mentorship program implementation. (Leader in Me)

	<p>By May 2025, students responding favorably to "My school provides my with support that I need" will be increased by 10% through the use of LSW activities.</p>	<ul style="list-style-type: none"> • Hispanic Heritage Night, student artifacts and attendance, participation • Caribbean Heritage month focusing on the history of Caribbean Islands and culture experiences • Black History month • Igniting Wellness in admin, students, faculty, and staff. • Holocaust remembrance events that focus on the history of Jewish people. <ol style="list-style-type: none"> 1. The baseline data that will be used is the participation in our events, and parent engagement from 23-24 compared to 24-25.
	<p>Action Steps:</p> <ul style="list-style-type: none"> • Plan and implement a Hispanic Heritage Night, Caribbean Culture Day, Night of STEAM, and African American History events. • LSW activities to promote diversity among students and staff year long. • Having School wide in-house events such as Choose Peace, Red Ribbon. 	