



Equity And Achievement Action Plan

Teaching & Learning Goal: Increase all stakeholder's opportunities to develop empathy/respect/appreciation for differences in backgrounds, cultures, and/or other human characteristics.						
No	Strategy	Responsible Person	Start Date	Due Date	Measure	Update Notes
	Develop a presentation and deliver to all staff members the current state of WCS based on the equity audit and action plan moving forward.	Equity & Achievement Team	11/18/19	12/4/19		Mr. Asher lead presenter from Board office streamed live. Other Equity team members present 3:45 on December 4
	Create school-level plans to increase the visual representation of cultures in the school building and classroom. <ul style="list-style-type: none"> ● Identify teacher leader(s) (12/17/19) ● Collaborative vision setting (1/10/19) ● Create plan (1/31/20) 	School determined teacher leader(s)	12/17/19	1/31/20		
	Develop structures/programs to intentionally analyze demographic data for academic and behavioral trends of subgroups.	District MTSS Lead Team	01/21/20	7/1/2020		
	Align the K-12 systems and processes to include intentional strategies to increase diverse enrollments in advanced courses and programs.	Gifted & Talented Coordinator	2/01/20	8/1/20		
	Analyze curriculum in all content areas to ensure the embeddedness of culturally responsive practices.	Chief Academic Officer	1/1/20	7/1/20		
	Create training opportunity for teachers to learn about and reflect on bias.	Director of Student Achievement	6/1/20	8/1/20		



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Leadership Goal: The leadership provides oversight that facilitates a culturally responsive classroom and school environment.

No	Strategy	Responsible Person	Start Date	Due Date	Measure	Update Notes
	Involve a cohort consisting of a principal and teacher leader from each school and district office to develop cultural intelligence, define cultural responsiveness for the district, and determine and deliver professional development modules in each school to increase cultural responsiveness in all buildings and classrooms.	Superintendent	5/1/20	7/1/21		
	Conduct a school-level audit to increase culturally responsive resources in the school building and classroom. <ul style="list-style-type: none"> ● Identify teacher leader(s) (12/17/19) ● Collaborative vision setting (1/10/19) ● Create plan (1/31/20) 	School determined teacher leader	11/1/20	1/31/21		



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Professional Learning Community Goal: Create and maintain culturally responsive community partnerships.						
No	Strategy	Responsible Person	Start Date	Due Date	Measure	Update Notes
	Improve and expand community partnerships to support equity work in the school and community. <ol style="list-style-type: none"> 1. Identify current partners 2. Participate in training to support the determination of needs in community partnerships. 3. Create a plan for strategically increasing and improving community partnerships that match established needs and provide mentor relationships for students. 	City of Versailles partner	11/18/19	7/1/21		
	Develop a showcase/display at each school building to represent and celebrate the history and culture of each school community.	Community Partnership	4/1/2020	7/1/2021		