

EQUITY



Human Resource

Objective 1: Build culturally responsive schools comprised of faculty and staff that are reflective of our students and community, by increasing the number of diverse applicants applying for positions and by increasing the job satisfaction of minority employees through the use of equitable promotion and retention practices.

Academics

Objective 2: Provide all students with access to the resources they need to maximize their academic growth and potential, specifically by increasing minority student access to advanced courses and programs and sustaining minority students in those programs.

Processes

Objective 3: Identify and remove barriers in our current policies, procedures, systems, or practices that limit opportunities and/or remove students from the educational environment



Target Area: Equity

Guiding Statement: Amherst County Public Schools is committed to equity and success for all students. Our commitment to equity will be achieved by:

- Building culturally responsive schools comprised of faculty and staff that are reflective of our students and community.
- Providing all students with access to the resources they need to maximize their academic growth and potential.
- Identifying and removing barriers in our current policies, procedures, systems, or practices that limit opportunities for our students.

Objective 1: Build culturally responsive schools comprised of faculty and staff that are reflective of our students and community, by increasing the number of diverse applicants applying for positions and by increasing the job satisfaction of minority employees through the use of equitable promotion and retention practices.

ACTION STEPS

Strategies	Person(s) Responsible	Timeline	Resources	Monitoring
Establish and sustain a Minority Recruitment and Retention Committee (MRRC).	<ul style="list-style-type: none"> • Director of Human Resources 	Fall 2019 Review Annually	Committee/staff volunteers Staff hours	Review annually List of committee members

<p>The MRRC will organize at least two social networking events each year in an effort to build relationships with others and increase retention. This will create opportunities for teachers of color to engage with each other socially and professionally to diminish isolation.</p>	<ul style="list-style-type: none"> • MRRC 	<p>Fall 2019 Annually Fall and Spring</p>	<p>Space for the event Staff hours to plan Financial support for food and/or activities</p>	<p>Staff feedback from events List of attendees</p>
<p>The MRRC will continue to increase visibility and awareness of our work through local community agencies in Amherst County at least once each year.</p>	<ul style="list-style-type: none"> • MRRC 	<p>Fall 2019 Annually</p>	<p>Staff hours to plan Community Partnerships</p>	<p>Schedule of events Feedback from participants</p>
<p>Develop new, and nurture current partnerships with culturally diverse institutions, including colleges, organizations and churches with a focus on conducting targeted recruiting and hiring initiatives for potential candidates that will diversify our staff.</p>	<ul style="list-style-type: none"> • Director of Human Resources 	<p>Spring 2020 Continuous</p>	<p>Partnerships with post secondary institutions, organizations, churches, etc.. Staff time</p>	<p>Database of organizations List of scheduled activities Data on applicants/new hires from organizations/institutions visited</p>
<p>Collect and analyze data regarding the demographics of new hires and of teachers leaving Amherst County Public Schools (ACPS).</p> <ul style="list-style-type: none"> • This will include an analysis of patterns or trends which appear in the data. • Annually report data to the ACPS Senior Staff and School Board. 	<ul style="list-style-type: none"> • Director of Human Resources • Diversity Council 	<p>Fall 2020 Annually, Fall</p>	<p>Human Resources (HR) data collections such as information from Frontline Staff time</p>	<p>Data trend reports Presentation to the School Board and Senior Staff</p>
<p>Human Resources and Minority Recruitment and Retention Committee (MRRC) will:</p> <ul style="list-style-type: none"> • Collect and review existing exit surveys to look for patterns and trends and • Make recommendations which could improve the quality of information we receive from staff members leaving our district and • Plan next steps 	<ul style="list-style-type: none"> • Director of Human Resources and MRRC 	<p>Fall 2020 Annually, Fall</p>	<p>Exit surveys Staff time</p>	<p>Data trend reports Action plan</p>

Implement a process to provide orientation to all new administrators and teachers on the topic of diversity/equity.	<ul style="list-style-type: none"> Equity Coordinator 	Spring 2020 Annually, Summer	Space for training Staff time	Feedback from participants Schedule of trainings Attendance records for participants
Encourage diversity in the membership of: <ul style="list-style-type: none"> All division-level committees All division-level hiring committees All building-levels 	<ul style="list-style-type: none"> Directors Supervisors Administrators 	Fall 2019 Continuous	Staff time	Leadership conference agendas
Monitor the consistency in practices among administrators in evaluating staff members, especially with new administrators, to determine equitable evaluation practices.	<ul style="list-style-type: none"> Director of Human Resources 	Summer 2020 Annually, Summer	HR data collection such as information from TalentEd Staff time	Data analysis reports Trend reports

Evaluation of Action Plan:

Objective 2: Provide all students with access to the resources they need to maximize their academic growth and potential, specifically by increasing minority student access to advanced courses and programs and sustaining minority students in those programs.

ACTION STEPS

Strategies	Person(s) Responsible	Timeline	Resources	Monitoring
Form an Advancement Committee within ACPS to include a Talented and Gifted specialist, Advanced Placement teacher, 5th grade math teacher from each elementary school, elementary school counselor, and a Diversity Council member.	<ul style="list-style-type: none"> Supervisor of Math, Science, Gifted, and Elective Programs 	Fall 2019 Reviewed annually, Fall	Committee volunteers Staff time	List of committee members

<p>The Advancement Committee will meet quarterly and be responsible for:</p> <ul style="list-style-type: none"> • Creating pamphlets and online media for grades 2-5 with information about advanced placement opportunities within the county twice per year (Elementary/Middle - Talented and Gifted (TAG)/Enrichment; High School - Advanced Placement Opportunities). • Creating a lesson (guidance) for all primary students about college readiness, high expectations, and goals in education. • Helping to create a dialogue within schools that will promote a clear purpose and direction for primary students in education. 	<ul style="list-style-type: none"> • Supervisor of Math, Science, Gifted, and Elective Programs • Supervisor of Literacy, Early Childhood, and Federal Programs 	<p>Winter 2019</p> <p>Continuous</p>	<p>Materials needed to create brochures/pamphlets</p> <p>Financial resources for printing costs, etc.</p> <p>Staff time</p>	<p>Completed brochure/pamphlet</p> <p>Completed lesson plans</p> <p>Schedule of meetings</p> <p>Feedback from dialogue</p>
<p>Implement a mandatory field trip to a local college for 5th and 8th grade students.</p>	<ul style="list-style-type: none"> • Supervisor of Math, Science, Gifted, and Elective Programs • Supervisor of Literacy, Early Childhood, and Federal Programs • School Principals 	<p>Spring 2020</p> <p>Annually, Spring</p>	<p>Financial support for transportation</p> <p>Partnerships with local post secondary institutions</p> <p>Staff time</p>	<p>Feedback from students attending field trip</p> <p>Schedule of field tips</p>
<p>Provide professional development to all teachers annually regarding the requirements for TAG, to include teacher recommendation and parent request process.</p>	<ul style="list-style-type: none"> • Supervisor of Math, Science, Gifted, and Elective Programs 	<p>Spring 2019</p> <p>Annually, Spring</p>	<p>Staff time</p>	<p>Schedule of trainings</p> <p>Exit surveys from staff attending trainings</p>
<p>The Advancement Committee will:</p> <ul style="list-style-type: none"> • Provide professional development to 5th grade teachers as it relates to determining the recommendation for advanced track placements for students. • Create a rubric to analyze and determine advanced track to decrease subjectivity. 	<ul style="list-style-type: none"> • Coordinator of School Counseling and Assessment • Supervisor of Math, Science, Gifted, and Elective Programs 	<p>Spring 2019</p> <p>Annually, Spring</p>	<p>Staff time</p> <p>Materials and supplies</p> <p>Rubric</p>	<p>Schedule of trainings</p> <p>Exit surveys from staff attending trainings</p> <p>Completed rubric</p>

School administrators will monitor data and enrollment of minority students in advanced placement courses and programs to ensure equity.	<ul style="list-style-type: none"> • Directors • Supervisors • Administrators 	Spring 2020 Continuous	Data collections Staff time	Data reports analyzing trends
Implement or build upon existing mentor programs with the purpose of retaining minority students in advancement placement programs.	<ul style="list-style-type: none"> • All school administrators 	Continuous	Financial resources for training programs to support implementation and sustainability of mentor programs Staff time	Schedules of dates/times for mentor trainings and/or meetings

Evaluation of Action Plan:

Objective 3: Identify and remove barriers in our current policies, procedures, systems, or practices that limit opportunities and/or remove students from the educational environment.

ACTION STEPS

Strategies	Person(s) Responsible	Timeline	Resources	Monitoring
Provide training to teachers in regards to: <ul style="list-style-type: none"> • Employing a range of corrective measures that are used prior to referring students for disciplinary action • Review of division expectations for discipline practices that ensure safety and equitable treatment of all students 	<ul style="list-style-type: none"> • All school administrators • Assistant Superintendent • Supervisor of Discipline and Compliance 	Fall 2020 Annually	Staff time Corrective measures Discipline matrix	Schedule of training dates and times Feedback from attendees
Develop school-based plans that effectively tailor services that are supportive of students' needs in	<ul style="list-style-type: none"> • All school administrators 	Fall 2019 Annually	Staff time Financial resources to support plan implementation	Completed plans

order to decrease behavior difficulties through a tiered, systems approach.	<ul style="list-style-type: none"> Virginia Tiered System of Supports (VTSS) coaches 			
Gain input division-wide from students, parents, and teachers to discuss perceptions of equity, through school climate surveys and student forums.	<ul style="list-style-type: none"> All school administrators Supervisor of Discipline and Compliance 	<p>January 2020</p> <p>Annually in January</p>	<p>Staff time</p> <p>Time in school day to meet with students</p> <p>Surveys</p>	<p>Documented feedback from forums and surveys</p>
Evaluate data to ensure the equitable implementation of policies, practices, and procedures in all areas including, but not limited to, academic achievement, discipline, resources, and student supports.	<ul style="list-style-type: none"> All administrators All senior staff Supervisor of Discipline and Compliance Supervisor of Student Data and Assessment 	<p>Fall 2019</p> <p>Annually</p> <p>Continuous, as needed throughout the year</p>	<p>Staff time</p> <p>Data systems such as School-Wide Information System (SWIS) and Power School Analytics</p>	<p>Data reports and trend analysis</p>
Review and revise policies, practices, and procedures, based on data and input from stakeholders to ensure equitable implementation and continued fidelity.	<ul style="list-style-type: none"> All administrators 	<p>Summer 2020</p> <p>Annually</p> <p>Continuous, as needed throughout the year</p>	<p>Staff time</p> <p>Partnerships with stakeholders</p>	<p>Schedule of meetings to review policies, practices, and procedures</p> <p>Documentation of revised policies, practices, and procedures</p>

Evaluation of Action Plan:

ACPS Comprehensive Plan Continued On Next Page

