East Lansing Public Schools Achievement Gap Task Force Short Term Action Plan

Presented to ELPS School Board
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Five Goal Areas

1. <u>Goal 1</u>: Recruit and retain personnel that are committed to ensuring educational equity for all of our students
2. <u>Goal 2</u>: Provide professional learning opportunities for district personnel that foster an understanding of identity, race, and culture as key ingredients for providing educational equity for our students
3. <u>Goal 3</u>: Strengthen accountability measures and achieve curricular cohesion
4. <u>Goal 4</u>: Develop and implement academic and cultural programs that foster educational equity in the district
5. <u>Goal 5</u>: Provide sustained community dialogue about race, culture, and equity in education that informs improved learning opportunities for the district's most academically challenged students.

Goal 1

▶ Recruit and retain personnel that are committed to ensuring educational equity for all of our students

1.1	Identify an Equity Officer who is responsible for promoting and overseeing the design, implementation, and monitoring of equity issues and initiatives within the district
1.2	Establish a plan to have the teaching staff reflect the racial/ethnic makeup of the student body

Goal 2

▸ Provide professional learning opportunities for district personnel that foster an understanding of identity, race, and culture as key ingredients for providing educational equity for our students

2.1	Implement sustained cultural competency professional development for teachers, administrators, and school board members
2.2	Develop Professional Learning Communities/Teacher Study Groups in buildings that engage in sustained discussion about race, culture, and equity as relevant to relationship-building and student achievement

Goal 3

▸ Strengthen accountability measures and achieve curricular cohesion

3.1	Strengthen accountability systems (e.g., PowerSchool, parent communication) for monitoring African American student progress
3.2	Redesign high school daily schedule to formalize mentoring and strengthen accountability measures and student progress monitoring
3.3	Define and standardize REACH practices at MacDonald Middle School (MMS)
3.4	Establish a plan to increase the number of African American students in advanced-level courses in grades 5-12

Goal 4

- Develop and implement academic and cultural programs that foster educational equity in the district

4.1	Develop a college readiness program for African American males in grades 5-12 in collaboration with community and school organizations
4.2	Develop after school programming for students in grades 7-12 that provides academic and social enrichment and support targeted toward African American students
4.3	Conduct research relative to PreK programming for the district and identify potential funding sources

Goal 5

▶ Provide sustained community dialogue about race, culture, and equity in education that informs improved learning opportunities for the district's most academically challenged students

5.1	Implement youth forums on diversity at ELHS
5.2	Hold two community forums/town hall meetings (one in April and one in May) focused on understanding race and culture as related to educational equity in ELPS
5.3	Identify two student representatives at each grade level (grades 7-12) to serve on the Achievement Gap Task Force