



School Name
Racial Equity Team Action Plan
School Year (2018/19)

“The concept of *racial equity* goes beyond formal racial equality – where all students are treated the same – to *fostering a barrier-free environment where all students, regardless of their race have the opportunity to achieve.*” -SPS Policy No. 0030: Ensuring Educational & Racial Equity

SPS Policy #0030 Commitments	What school-level conditions are your aiming to impact?
<ul style="list-style-type: none"> • Equitable Access • Racial Equity Analysis • Workforce Equity • Professional Development • Welcoming School Environments • Partnerships • Multiple Pathways to Success • Recognizing Diversity 	<p><i>(Example: Disparity in Discipline – Restorative Practices, Trauma Informed Practices; Culturally Responsive Teaching; Ethnic Studies; Family and Community Partnership; Racial Equity Professional Development)</i></p>

Racial Equity Focused Goal(s):

What outcomes to you plan to achieve towards disrupting and dismantling racial inequities?

What data are you using as evidence of disproportionate and/or systemic inequities?

How are you incorporating student and family voice into your goals for this year?

Alignment:

Demonstrate how your racial equity goal(s) and area(s) of focus align with any and/or all: District Strategic Plan, Policy #0030 (Ensuring Educational & Racial Equity), School Improvement Plan (CSIP):

What is the CSIP Gap Closing Goal(s)?

What is the CSIP School Culture Goal(s)?

Progress to Goals:

<u>By December 2018</u> Short Term (<i>Indicators of Success</i>)	<ul style="list-style-type: none">•
<u>By March 2019</u> Mid Term (<i>Indicators of Success</i>)	<ul style="list-style-type: none">•
<u>By June 2019</u> Long Term (<i>Indicators of Success</i>)	<ul style="list-style-type: none">•

Professional Development Plan:

What is the learning needed related to our goals/focus areas	<i>(Example: ACES; Implicit Bias; Critical Race Theory; Etc.)</i>
Targeted audience(s)	
Facilitators/Consultant	
Resources/Tools	<i>(Example: Digital Toolkit; Racial Equity Analysis; Institutes; Schoology; Etc.)</i>

2018/19 Racial Equity Team Members (indicate lead by bolding the name or adding a note in the last column):

Name	Position	Email/Phone	Ethnic-Racial Identity	Other relevant information?

Signature/Date for School _____ (Racial Equity Team Lead)