

EQUITY: Raise achievement for all students while closing the achievement gaps in Lawrence Public Schools.

KSDE APPROVED – USD 497 District Improvement Plan Goals:

- Each year, on the Kansas Reading & Math Assessment, reduce the percentage of students with disabilities (or students in each categorical disability group) scoring below proficient by at least 5 percentage points or meet the AYP target for any group less than 5% from the AYP target.
- Each year, reduce the achievement and graduation disparities among racial/ethnic subgroups by at least 3 percentage points

	FUTURE ACTION STEPS	RESPONSIBILITY	TIMELINE	PROGRESS
EQ1	<p>Continue to engage in courageous conversations about our racial achievement disparities.</p> <ol style="list-style-type: none"> 1. Continue to develop the equity leadership knowledge and skills of board of education members, district administrators, school principals, and teacher leaders. 2. Complete 2ndst Cadre School Equity Team formal training and begin school-level work. 3. Implement 1st Cadre School Equity Team action plans. 4. Work with District Equity Council to develop and implement plans to engage school families and community members in the district equity work <ol style="list-style-type: none"> a. Collaborate with community organizations and agencies. 	<p>DELT Members (Rick Doll, Kim Bodensteiner, Frank Harwood, Angelique Kobler, Terry McEwen, Kevin Harrell, Dave Cunningham, Bob Arevalo, Myron Melton, Felton Avery, Nancy DeGarmo, Jeanne Fridell)</p> <p>Building Principals</p> <p>E-Team Members</p>	<p>During 2012-13, 1st Cadre Equity Teams (E-teams) begin to implement school action plans.</p> <p>During 2012-13, begin development of local trainers (affiliate program) based on District Equity Leadership Team (DELT) professional development plan.</p> <p>By the end of February 2013, 2nd Cadre E-Team seminars will be completed.</p> <p>Each year, new E-team members, new board members, new</p>	

	<p>5. Develop a sustainable plan for ongoing professional learning for new and returning staff, administrators, and board members.</p> <p><u>2012-13 and beyond</u> 2013 Collaborative Action Research for Equity (CARE) Teams 2014 Partnerships for Academically Successful Students (PASS) Team 2014 Continue/expand Student Leadership Development</p>		<p>administrators, invited community members and other staff will complete the “Beyond Diversity” seminar.</p> <p>By June 2013, 2nd Cadre E-Teams will develop initial school equity action plans.</p> <p>By the June 2011, DELT will develop plan for CARE Team implementation.</p>	
EQ2	<p>Allocate capital and human resources to areas of greatest need to maximize student achievement.</p> <p>1. Expand a long-range capital plan (including timelines and funding sources) to include classroom furniture and instructional equipment.</p> <p>2. Develop parameters and procedures for evaluating programs and practices in order to redirect resources to areas of greatest need and impact.</p>	<p>Curriculum Specialists Asst Directors- Special Education Paula Murrish Chantel Nicolay Kathy Johnson Kyle Hayden Kim Bodensteiner</p> <p>Rick Doll Kyle Hayden Kim Bodensteiner</p>		