

**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.

	<b>GOALS AND ACTION STEPS 2011-2012</b>	<b>RESPONSIBILITY</b>	<b>TIMELINE</b>	<b>PROGRESS</b>
EQ1	<p><b>Continue to engage in courageous conversations about our racial achievement disparities</b></p> <ol style="list-style-type: none"> <li>1. Continue to develop the equity leadership knowledge and skills of board of education members, district administrators, school principals, and teacher leaders.</li> <li>2. Complete 1<sup>st</sup> Cadre School Equity Team formal training and begin school-level work.</li> <li>3. Initiate 2<sup>nd</sup> Cadre School Equity Team training</li> <li>4. Work with District Equity Council to develop and implement plans to engage school families and community members in the district equity work</li> <li>5. Share information and begin conversations with community organizations &amp; agencies</li> <li>6. Develop a sustainable plan for ongoing</li> </ol>	<p>District Equity Leadership Team (DELT) Members (Rick Doll, Kim Bodensteiner, Kyle Hayden, Angelique Kobler, Terry McEwen, Kevin Harrell, Dave Cunningham, Bob Arevalo, Myron Melton, Felton Avery, Nancy DeGarmo, Jeanne Fridell)</p> <p>Building Principals</p> <p>1<sup>st</sup> Cadre E-Team Members</p>	<p>By November 2011, 2<sup>nd</sup> Cadre building E-Team members will be identified.</p> <p>By (date TBD), in collaboration with United Way, conduct information seminar for community educational agencies.</p> <p>By the end of January 2012, 1<sup>st</sup> Cadre E-Team seminars will be completed.</p>	<p>2<sup>nd</sup> Cadre E-Teams have been established. Members completed Beyond Diversity seminar in November 2011 or January 2012.</p> <p>The United Way presentation on hold as they complete their new goal planning.</p> <p>1<sup>st</sup> Cadre E-Teams completed seminar 3 (Sept 2011), seminar 4 (October 2011), and seminars 5 (December 2011). They will complete E-Team training with Seminar 6 in January 2012.</p>

	<p>professional learning for new and returning staff, administrators, and board members.</p>		<p>In November 2011 and January 2012, E-team members, new board members, new administrators, invited community members and other staff will attend the “Beyond Diversity” seminar.</p> <p>By June 2011, 1<sup>st</sup> Cadre E-Teams will develop initial school equity action plans.</p> <p>By the June 2011, DELT will draft a long-range professional development plan for equity leadership.</p>	<p>In November 2011, a Beyond Diversity seminar was completed. A second Beyond Diversity seminar is scheduled in January 2012.</p> <p>The 2<sup>nd</sup> cadre of E-Teams will begin seminars in February 2012.</p> <p>DELT members consulted with Dr. Singleton regarding long-range PD planning in December 2011.</p>
EQ2	<p><b>Allocate capital and human resources to areas of greatest need to maximize student achievement.</b></p> <ol style="list-style-type: none"> <li>1. Develop a long-range capital improvement plan (including timelines and funding sources) taking into account facilities, technology, furniture and equipment.</li> <li>2. Investigate current policy and practices related to allocation of school staffing.</li> </ol>	<p>Kyle Hayden Kathy Johnson Paula Murrish Tom Bracciano Chantel Nicolay</p> <p>Kyle Hayden Kim Bodensteiner</p>	<p>By January 2012, report on process and procedures for capital planning.</p> <p>By March 2012, recommend Summer 2012 capital projects.</p> <p>By July 2012, identify priority capital projects for three to five year plan.</p> <p>By April 2012, review impact of middle and high school reconfiguration on staff allocation practices.</p>	<p>Board report on process, procedures, and tentative Summer 2012 projects scheduled for January 9, 2012.</p>
EX2 & EQ3	<p><b>Develop, align and implement district expectations for EC – Grade 12 curriculum, assessment and interventions.</b></p>			<p>See update under</p>

	<ol style="list-style-type: none"> <li>1. Lawrence System of Supports for Every Student (MTSS)             <ul style="list-style-type: none"> <li>• Assessment &amp; Decision Making Model</li> <li>• Team Problem Solving Process</li> <li>• Core Instruction, Interventions, Extensions (Mathematics)</li> </ul> </li> </ol>			<p>“Excellence” goals</p>
<p>EX3 &amp; EQ4</p>	<p><b>Improve achievement and graduation rates of students with exceptionalities.</b></p> <ol style="list-style-type: none"> <li>1. Develop an improvement plan to address achievement and graduation rate for students with disabilities.</li>   <li>2. Investigate models for delivery of gifted education programs and services. Consider options to blend funding and programming to include high ability learners (not on IEPs)</li> </ol>			<p>See update under “Excellence” goals</p>