

ASHLAND HIGH SCHOOL

UPDATED EDI ACTION PLAN GOALS 2018-2019

(see previous plan for ongoing goals/activities from 2017-2018)

I. CAPACITY BUILDING

1. Goal/Activity: Adopt Oregon Equity Lens and consciously apply the lens to all levels of decision-making link [here](#).

Leader: Erika Bare; EDI Committee Facilitator

Timeline: All major decision-making committees will be applying the equity lens by May 2019 (some are already applying it and others will begin applying it in October 2018).

Result: School decision-making committees, including PAC, departments, SALT, SST, and hiring committees will all be using the equity lens by May 2019.

2. Goal/Activity: Continue to provide regular, ongoing professional development opportunities re: cultural agility, culturally responsive practices and EDI; provide trainings/events to students re: EDI.

Leader: Erika Bare; EDI Committee Facilitator

Timeline: Training will begin with August 2018 in-service-- Cultural Agility 201 (for those who participated in 101 last year) will be offered; other trainings will be scheduled throughout the year, including EDI activities at monthly staff meetings. Last year, AHS provided an EDI awareness event for 9th graders, so we will follow-up with an activity for this year's 10th graders; provide a similar event for this year's 9th graders in Grizz Academy.

Result: Staff will continue to become more culturally agile and responsive; students will be more knowledgeable and aware of EDI.

3. Goal/Activity: AHS's EDI Committee will meet monthly (at least 6 times) during the 2018-2019 school year to evaluate, monitor and adjust EDI action plan; the committee will provide resources to AHS re: EDI, as needed.

Leader: EDI Committee Facilitator (Libré Cory); administrators

Timeline: Ongoing

Result: EDI goals will be met or revised as needed; new goals will be proposed.

4. Goal/Activity: Continue to provide educational forums/discussions for students on topics related to race, ethnicity, gender, consent, the LGBTQ community, Indigenous people/history and more; invite guest facilitators/presenters (i.e. from Racial equity Coalition, Lotus Rising, Multicultural resource Center at SOU, Native American Studies at SOU, parents and other resources).

Leader: administration; EDI Committee Facilitator

Timeline: Provide at least four forums during the 2018-2019 school year

Result: Increased awareness; improved capacity for equity, diversity and inclusion; AHS will continue to develop into a more inclusive community; decrease hate speech and related incidents.

5. Goal/activities: Continue to ensure that all students are aware of academic programs and opportunities; ensure that Spanish translation is available in main office during business hours and as needed; translate commonly used documents.

Leader: Administration; main office staff; counseling office

Timeline: Ongoing

Result(s): Increased opportunities for all students.

6. Goal/Activities: Provide mentorship, counseling and advocacy for all students.

Leader: Administration; EDI Committee

Timeline: Ongoing; check-in with SOU about mentorship possibilities in October 2018

Result(s): In addition to the counseling office and existing ASPIRE program, AHS will continue to explore setting up a relationship with SOU to provide mentorship and advocacy in 2018-2019 (for example, students from the Black Student Union at SOU might volunteer at AHS) or we might try a partnership like we did in 2016-2017 when SOU provided student mentors.

7. Goal/Activities: Work on recruiting, hiring and retaining a more diverse staff; EDI Facilitator will share results of Campus Compact's Equity Action work on recruitment/hiring strategies; EDI Facilitator and HR Director will attend training on diverse hiring practices.

Leader: EDI Facilitator working with HR Director, Laurie Rooper and Erika Bare

Timeline: Equity Action strategies available in October; review and adopt diverse recruitment practices and apply to hiring in 2019.

II. CURRICULUM & INSTRUCTION

1. Goal/Activity: In their 9th grade Humanities classes, students will learn concepts and vocabulary related to equity, diversity and inclusion; these terms and concepts will be reinforced in the 10th grade block, 11th grade Family Health class and 12th grade College and Career Readiness class (formerly Senior Seminar); the EDI PLC will provide strategies, activities and resources for teaching terms and concepts.

Leader: EDI PLC; Libré Cory

Timeline: Implementation will occur during the 2018-2019 school year.

Result: Students will be more knowledgeable and aware about topics and issues related to equity, diversity and inclusion.

2. Goal/Activity: Ensure that the books acquired for the book depository are culturally diverse and represent previously underrepresented groups; apply the equity lens to all book acquisition decisions; work with librarian to increase diverse books and resources in the library.

Leader: Humanities Dept.; EDI PLC

Timeline: Ongoing (the Humanities Dept. began to use an equity lens last year—as a result, all books acquired since fall of 2017 have increased the diversity of our available titles).

Result: As departments develop new curriculum and acquire materials and books, equity, diversity and inclusion are always a primary consideration; diverse books and resources are available for all students

3. Goal/Activity: Develop methods and strategies for implementing new social studies standards pursuant to HB 2845 (Ethnic Studies bill)) and new Essential Understandings pursuant to SB 13 (Native American History & Sovereignty bill). The EDI PLC at AHS will use instructional materials provided by ODE and other resources in order to be ready to implement new standards/essential understandings in 2019.

Leader: EDI PLC (Libré Cory)

Timeline: During the 2018-2019 school year, the EDI PLC will meet monthly.

Result: AHS teachers will be prepared to teach the standards and essential understandings required by HB 2845 and SB 13; the content of Humanities classes will be more diverse and will represent previously underrepresented groups.

III. CLIMATE

1. Goal/Activity: The EDI Committee will evaluate and revise (if necessary) the existing EDI survey developed by Site Council in 2016.

Leader: EDI Committee; administration

Timeline: The existing survey or a revised version will be administered in May 2019.

Result: Survey results will inform the work of the EDI Committee.

2. Goal/Activity: Provide an effective, responsive anonymous reporting system for members of the AHS community to report hate speech/actions, racism, homophobia, sexism and other incidents.

Leader: Erika Bare

Timeline: Ongoing; Administration will continue to report back to EDI Committee about the effectiveness of SafeOregon, which was implemented in the fall of 2017

Result: Members of the AHS community have an effective way to report hate speech and other incidents.

3. Goal/Activity: AHS will continue to implement Restorative Justice (RJ) practices; during the October 2018 in-service, RESOLVE will provide an overview of RJ to the entire staff; all administrators, counselors, alternative educational teachers, student advocates have been trained in RJ.

Leader: Erika Bare; Glenna Stiles (dean)

Timeline: ongoing

Result: Fewer suspensions; improved school climate.

4. Goal/Activities: Continue to increase participation in school events by all students by providing equitable access—for example, all students who receive free and reduced lunch are given a free ticket to school dances; whenever possible, provide access and materials to all students; find new ways to make participation more equitable.

Leader: Administration; EDI Committee

Timeline: Ongoing

Result: Increased participation in school events; increased access to yearbooks and AP textbooks, etc.

5. Goal/Activity: Continue educational discussions/forums re: EDI (*see* Capacity, Goal #4, above).

Leader:

Timeline:

Result: see Capacity, Goal #4, above.

IV. COMMUNITY ENGAGEMENT

1. Goal/Activity: Parent Academies on a variety of topics

Leader: Melanie Marrone (administration); counseling office

Timeline: monthly during 2018-2019 school year

Result: Increased parent involvement; increase in student success

2. Goal/Activity: EDI Committee will explore ways to improve outreach to the community; increase parent and student participation in EDI Committee.

Leader: EDI Committee facilitator; administration

Timeline: Ongoing

Result: Increase communication and feedback from parents and community

3. Goal/Activity: Refer to AABS Success grant—parent meetings with Equity Coach

Leader: Equity Coach—D.L. Richardson

Timeline: during 2018-2019 school year

Result: *see* AABS Student Success grant outcomes