

Pennsylvania Human Relations Council Conciliation Agreement and Pittsburgh Public School's *Excellence for All* Education Reform Agenda

How to Use this Document

The attached document aligns the 94 stipulations of the Conciliation Agreement with the 80 action steps already underway via the district's education reform agenda—*Excellence for All*—and its supporting Empowerment Plan. The remaining 14 pertain to promoting cultural values within the areas of curriculum, monitoring and discipline.

1) Each stipulation is listed in order of its appearance in the Conciliation Agreement and is grouped under one of the six major categories in the agreement:

- i. Administrative Support
- ii. Instructional Support
- iii. Equity in Discipline
- iv. Reducing the Achievement Gap
- v. Equity in Special Education Placement
- vi. Monitoring

Because each stipulation may cross over to other categories, also, there is a crosswalk after each stipulation showing other Conciliation Agreement categories that pertain to it.

2) Each stipulation is then aligned immediately to the second column showing the specific action step that is already underway in the district.

3) The second column is then aligned to the third column, which shows the section where the action step actually appears in the district's Empowerment Plan.

The Empowerment Plan is a strategic plan for the district. The Empowerment Plan supports the goals and major strategies of *Excellence for All* and includes the Conciliation Agreement as the chief set of goals and strategies for ensuring equity is achieved and African American achievement outcomes improve. The Empowerment Plan serves as the guiding document for schools as they develop their school level strategic plans, which are known as the *School Plans for Excellence*.