Metropolitan School District of Pike Township

Equity Council

2020-2024 Equity Council Focus Area
Vision:

Goal	Indicators of Success	Timeline	Lead/Support	Spring 2021
By May of 2024, 75% of MSD of Pike Township staff will implement Culturally Sustaining Practices (CSP) that support an equitable learning environment.	• The achievement of African American males will increase. • An increase on standardized assessments • An increase in Culturally Sustaining language, resources, lesson plans, assessments, and environment (intentionality) as measured on the adopted culturally sustaining rubric • Initiative taken by teachers in building capacity in the area of culturally sustaining practices/Increased teacher engagement in culturally sustaining professional development.	Aug. 3rd, Nov. 3rd, and March 2nd (held virtually)	• Ayanna Wilson-Coles • Dr. Larry Young • Valerie Dennis • Chris Paulsen • Cherlisa Richardson • Katie Ray • MSD of Pike Township Leadership Team	

Metropolitan School District of Pike Township

Equity Council

2020-2024 Equity Council Focus Area
Vision:

Goal 2	Indicators of Success	Timeline	Lead/Support	Spring 2021
By July 1, 2024, programs within MSD of Pike Township are accessible to all and reflect the demographics of the district. • Evaluating the current process of identifying High ability students. • Teacher and administration professional development selecting students for recognizing abilities for English Language Learners and culturally and linguistically diverse backgrounds. • Create a high ability identification process that is culturally neutral.	• Intentionally recruit Latinx students through outreach in their neighborhood, by attending Apts, Clubhouses, Religious places of worship, Community events. Inviting parents to understand the program, advertise to families from where they receive services. (La Plaza, Glick Center, Church in Pike that provides adult ESL (CPE area), adult ESL at Pike Career Center, Indiana Latino Institute, St. Monica's church has Spanish speaking service (Maria Ganna), present at Indiana Latino Resources) • Create a clear process for parents in order to request HA consideration. • Review the Naglieri assessment data and determine if a recommendation for the use of a non-verbal component would provide a more culturally neutral process.	Fall 2020 to Spring 2021	• Donielle Jones • Lia Matousek • Lindsey Mintz • Jessica Moore • Tracy Swinton • Dr. Terri Webster • Kathy Mitchell	

Equity Council

2020-2024 Equity Council Focus Area
Vision:

Goal 3	Indicators of Success	Timeline	Lead/Support	Spring 2021
Using quarter 1-3 of the 2018-2020 school years as baseline data, the number of discipline referrals at each individual campus of Black/African American students will reduce by 20% by July 1, 2024.	• By May 2021 each campus will develop an action plan to decrease discipline referrals of African American Students. • During the 2021-2022 School year, quarterly discipline data will be reviewed with all staff members. • Building Administrators will use both 21-22 behavior data and proposed solutions from the building equity team to make revisions to building practices/procedures for the 22-23 school year • Staff members begin to regularly use asset based language when referencing students. • Culturally sustaining and culturally relevant pedagogy is evident in the classroom environment and promotes positive relationships with students, students, and parents. • Initiative is taken by teachers and administrators to seek out behavioral strategies to	May 2020 - July 2022	• Adenike Harmon • Dr. Maggie Bishop • Pam Guevara • Gary Holland • Dr. Joel Munoz • Tim Nation • Eric Parquet • Dr. Carlos Perkins	

	support students prior to discipline referrals are issued. ● An increase in use of positive behavior supports in the classroom as a way to reinforce students. ● Teachers and staff intentionally seek to identify building practices that marginalize students and provide alternatives to those current practices.			

Metropolitan School District of Pike Township

Equity Council

2020-2024 Equity Council Focus Area
Vision:

Goal 4	Indicators of Success	Timeline	Lead/Support	Spring 2021
By December 18, 2020, all K-12 students in the MSD of Pike Township will have access to technology in order to participate in virtual or remote learning. • Students in the MSD of Pike Township will have equal access to virtual learning in the midst of the pandemic. • Students will have access to technology both in and outside of school. • All students will have access to an appropriate device to support virtual learning opportunities. • Students will have internet access when not in the school setting.	• Identify homes that need Internet access - purchasing 1700 mifi's ($250/year) • Provide direct support to families in a remote or virtual school environment. • Seek funding resources to provide the necessary devices and internet access for K-12 students.	March 2020 - Present	• Donielle Jones • Lia Matousek • Lindsey Mintz • Jessica Moore • Tracy Swinton • Dr. Terri Webster • Kathy Mitchell	