

Covington Independent Public Schools

Equity Plan

This actionable plan consists of goals and activities that will create and sustain an equitable environment for all. It has timely steps in which the work is ongoing and never finished. This plan will be easily accessible and regularly updated.

[1.0 District-Level Equity Planning](#) (pg. 2-4)

[2.0 Professional Development](#) (pg. 5-7)

[3.0 Using Data for Equity](#) (pg. 8-11)

[4.0 Student Support](#) (pg. 12-13)

[5.0 Recruitment & Retention/Talent Development](#) (pg. 14-15)

[6.0 Organizational Culture](#) (pg. 16-17)

[Progression Timeline](#) (pg. 18)

1.0 District-Level Equity Planning

1.1 Establish Covington ISD Equity Policy

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
1.1.1	In consultation with the Covington IPSD Board of Education, establish an equity policy that clearly affirms the district's beliefs and identifies which tenets of equity the district's administration will work to actively address through policies and actions.	School Board, Equity Committee & Superintendent	\$1000.00 (marketing material)	November 2022

1.2 Establish Covington ISD Equity Plan

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
1.2.1	Establish a system-wide equity plan informed by evidence-based strategies at the district levels.	Equity committee		June 2022
1.2.2	Identify evidence-based goals and metrics for improvement and accountability at the school (School level equity plans).	Building level administrators	N/A	Fall 2022
1.2.3	Develop monitoring protocol to regularly assess the progress towards stated school & central office goals. (Equity Scorecard)	Equity Sub-committee and Millennium Learning Concepts	N/A	June 2022

1.3 Communication Plan

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
1.3.1	Create internal communication plan to ensure that faculty, staff, schools and central offices are aware of how equity aligns with the vision & mission Covington IPSD.	Marketing, Communications Office and MLC		November 2022
1.3.2	<ul style="list-style-type: none"> • Develop external stakeholder strategy to engage students, families, and the community at large in conversations to improve the culture and climate in schools and district offices; particularly for students and families of color • A focus on district/school branding to increase district pride and support • A focus on creating a positive narrative through social media and clear communication channels that are easily accessible 	Communications/ Marketing		November 2022

2.0 Professional Development

2.1 Professional Development Planning				
Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
2.1.1	<p>Identify which training needs to exist within Covington IPSD:</p> <ul style="list-style-type: none"> • i.e., cultural proficiency, implicit bias, trauma-informed care, social-emotional learning <p>Consider the following PD sessions:</p> <ul style="list-style-type: none"> • Instructional planning and curriculum framework from an Equity Lens • Instructional Coaching for rigor from a CRTL perspective • Creating a culture of equity and inclusion for students and staff <p>Write the Book: Creating your own narrative of success</p>	Scott Alter, Assistant Superintendent, Equity Committee	\$30,000.00	August 2022
2.1.2	Identify which training gaps exist, and work to retain subject matter experts in needed areas.	Building level administrators, Asst. Superintendent	N/A	August 2022

2.2 Professional Development Planning

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
2.2.1	Establish S.M.A.R.T. Goal of how many schools, faculty will be trained in identified areas during each calendar year.	Superintendent, Asst. Superintendent, Building Level Principals	N/A	September 2022
2.2.2	Work to calibrate new professional development offerings within existing Covington IPSD professional development protocols.	Professional Development Coordinator	N/A	July 2022
2.2.3	Identify appropriate mechanisms to disseminate training <ul style="list-style-type: none"> ● District-Wide Equity Institutes ● School-Cohort Based Models ● At individual schools 	Building Level Principals, Asst. Superintendent	N/A	July 2022

2.3 Professional Development Sustainability

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
----------	-------------	---------------------	----------------------	------------------------

2.3.1	Develop “Train-The-Trainer” protocol to support district’s capacity for implementation. <ul style="list-style-type: none"> Identify Trainers in subject areas identified in 2.1.1 	Equity Committee, Central Office Staff	???	September 2022
2.3.2	Identify both schools and personnel who utilize best-practices as exemplars. Highlight these institutions in training mechanisms identified in 2.2.3.	Building Level Principals, Central Office Staff	N/A	September 2022

3.0 Using Data for Equity

3.1 Establish Equity Data Plan				
Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
3.1.1	Identify mechanisms to monitor and disaggregate data by individual student-level characteristics for monitoring outcomes through equity lens. Consider the following: <ul style="list-style-type: none"> Clear and intentional practices to address bullying <ul style="list-style-type: none"> PBIS structures Student mentor programs 	District Assessment Coordinator, Building Level	N/A	September 2022

	<ul style="list-style-type: none"> ○ Bully prevention systems and school-wide emphasis on SEL ● Provide teachers with de-escalation strategies training ● Provide students and families with a clear school-wide discipline plan with a disciplinary flowchart to address the consistency of consequential behaviors. <ul style="list-style-type: none"> ○ Institute restorative justice practices and professional learning for certified staff in the schools. ● Provide a plan for intentional instruction during NTI <ul style="list-style-type: none"> ○ Allow instructional leads to provide models for google classroom setup ○ Have a checklist for virtual learning expectations ○ Administrators should provide virtual walk-throughs during NTI instruction 			
3.1.2	<p>Communicate identified student-level equity data to both internal and external stakeholder groups in accordance with sections 1.3.1 and 1.3.2. (A significant number of students feel bullying is 1) an issue and 2) is not adequately addressed by staff.)</p>	<p>Building Level Administrators, Central Office</p>	<p>N/A</p>	<p>September 2022</p>

3.1.3	Utilize data to inform professional development needs identified in section 2.1.1.	Superintendent, Asst. Superintendent, Building Level Administrators	N/A	September 2022
-------	--	---	-----	----------------

3.2 Effective Use of Quantitative Data				
Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
3.2.1	Disaggregate, monitor and report on student-level academic data (i.e., assessment performance in reading and math, college and career readiness, students with disabilities and English language learners).	Building Level Administrators, Central Office	N/A	August 2022
3.2.2	Disaggregate, monitor and report on student-level disciplinary data (i.e., referral counts, referral types, restraint and seclusion, in and out of school suspensions).	Building Level Administrators Central Office Staff	N/A	August 2022
3.2.3	Implement A-ROI (Academic Return on Investment) for evaluation of the utilization of resources that can be identified for resource reallocation instead of increasing the budget.	Central Office Staff, Finance Office	N/A	August 2022
3.2.4	Disaggregate, monitor and report on district and school level hiring data.	Human Resources	N/A	September

3.3 Effective Use of Qualitative Data

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
3.3.1	Develop a mechanism to regularly and effectively capture <i>Student Voice</i> to understand the lived experience of Covington ISD attendees (with a timeline to collect data quarterly).	Central Office	N/A	October 2022
3.3.2	Develop a system where students can have social-emotional support that follows them through the school system.	Central Office, Building Level Administrators	N/A	October 2022

4.0 Student Support

4.1 Culturally Responsive Program

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
4.1.1	Increase the number of Culturally Responsive Books (for all grades).	Building Level Administrators	???	September 2022
4.1.2	Review the new curriculum through	Central Office Staff,	N/a	October 2022

	the lens of cultural responsiveness.	Equity Committee Representative		
--	--------------------------------------	---------------------------------	--	--

4.2 District-Wide Family Events

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
4.2.1	<ul style="list-style-type: none"> ● Newsletters ● School-wide community plan for families ● District-wide guidelines ● Parent University ● Literacy Night 	Family Resource Coordinators, Building Level Administrators	???	September

4.3 Other Student Supports

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
4.3.1	Train-the-Trainer SEL (Build Capacity).	Equity Committee, Central Office, MLC	???	October 2022
4.3.2	District-wide Teacher Efficacy (Expectations) Training.	Central Office, Building Level Administrators	???	October 2022
4.3.3	Student Advisory Groups (District	Building Level	N/A	September 2022

	level).	Administrators		
--	---------	----------------	--	--

5.0 Recruitment & Retention/Talent Development

5.1 Establish New Principals Academy				
Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
5.1.1	Develop goals and purpose, construct plan of implementation.	Central Office	???	September 2022
5.1.2	Provide leadership training.	Central Office	???	April 2023
5.1.3	Identify participants.	Central Office	???	August 2022

5.2 Develop a Teacher Leader Program				
Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
5.2.1	Develop goals and purpose.	Central Office	N/A	August 2022
5.2.2	Identify participants.	Central Office	N/A	August 2022
5.2.3	Develop training and content.	Central Office, Equity Committee Rep.	???	August 2022

5.3 Recruitment and Retention Strategies

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
5.3.1	Expand the recruitment area (Cincinnati, Suburban Districts).	Human Resources	???	On-Going
5.3.2	Marketing and branding.	Human Resources	???	On-Going
5.3.3	Use data from exit interviews to revise and refine the process.	Human Resources	N/A	On-Going
5.3.4	Expand community partnerships (city, universities, businesses, etc.).	Central Office	N/a	_On-Going

6.0 Organizational Culture

6.1 Importance of Technology

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
6.1.1	Communicate the "WHY" for staff to gain a full understanding of the purpose of technology usage.	Central Office	???	August 2022
6.1.2	Implement Google Classrooms.	School leadership	???	September 2022

6.1.3	Monitor usage.	School leadership		
-------	----------------	-------------------	--	--

6.2 District-Wide Customer Service Program

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
6.2.1	Common messaging from all schools and central office.	Central Office	???	On-going
6.2.2	Support staff as needed.	Central Office	???	October 2022

6.3 District-Wide Communication Plan

Action #	Description	Champion(s) of task	Budgetary Allocation	Target Completion Date
6.3.1	Identify key audiences.	Central Office	???	October 2022
6.3.2	Identify and create key marketing strategies.	Central Office	???	October 2022
6.3.3	Develop a tactical calendar of communication.	Central Office	???	October 2022
6.3.4	Create the appropriate mediums.	Central Office	???	October 2022

Progression Timeline

The following chart is to document progress of activities. Pacing and structure of events will increase effectiveness.

	Quarter 1 Update	Quarter 2 Update	Quarter 3 Update	Quarter 4 Update
1.0				
2.0				
3.0				
4.0				
5.0				
6.0				