DCS Equity Plan

DCS Equity Definition:
A commitment to provide every child what they need to be successful, in a personalized learning environment, to continuously improve outcomes for each student in Duplin County Schools.

DCS Equity Goal:
Every subgroup of students in Duplin County Schools receives what they need to be successful.

DCS Equity Objectives:
Through the implementation of its STEAMA model ensuring access to personalized instructional supports and resources, DCS will:
1. Improve graduation rate by 3-5% for each subgroup yearly.
2. Reduce non-proficiency on EOG/EOC assessments by 5% for each subgroup yearly.

Focus Areas	Strategies	Resources Needed	Timeline	Person(s) Responsible
Professional Development	1. Continue to develop staff understanding of equity in Duplin County Schools. 2. Utilize FAMS survey results to understand beliefs about the impact social/emotional competencies have on student academic success.	1. Staff Meeting with Implementation Materials 2. FAMS Survey Results 3. Currently Available PD Materials Within NCEES/Unified Talent and Other Offerings	1. Beginning of Each Year 2. Schools Complete Survey and Analyze Data Annually 3. Ongoing	1. Panasonic FORCE Team/District and School Administration 2. District MTSS Team/ District and School Administration 3. Panasonic FORCE Team/School Counselors/Student Support Services/District MTSS Team

	3. Encourage participation in professional development focused on culturally responsive teaching, social-emotional learning competencies, and gracious spaces.			
Instructional Support and Data-Based Decision Making	1. Personalize each student's learning experience using DCS STEAMA practices and resources 2. Purchase and deploy a data dashboard to include attendance data and other data sets 3. Utilize Available At-Risk Data and School/District Data to personalize instruction and intervention 4. Explore alternatives to out of school suspensions and dropouts	1. STEAMA District Commitment Plan of Work 2. Third-Party Data Dashboard (e.g. Performance Matters) 3. MTSS Screening System Tool(Istation)/ Interval Review Results/ Educator's Handbook Data/Data Dashboard/DCS Self-Assessment Data Analysis/ Panorama SEL Screener	1. Ongoing 2. Fall 2021 3. Ongoing 4. Ongoing 5. Ongoing 6. Ongoing	1. STEAMA Committee/District Administration/ School Administration and Staff 2. Curriculum Innovation Department/Accountability, Educational Equity, and Improvement Systems Department 3. MTSS Coordinator/ Curriculum Innovation Team/Accountability 4. Director of Dropout Prevention and Alternative Programs/ Student Support Services/Curriculum Innovation Team/Accountability

	5. Obtain grant funding for in-school/after-school intervention programs 6. Continue to Implement MTSS in all schools	4. Dropout prevention program, Alternative to Suspension Strategies, Mental Health Resources; Restorative Practices 5. Grant Funding Sources 6. MTSS Resources		5. Special Advisor for Administrative Services/Curriculum Innovation Team 6. MTSS Coordinator/Principals
Attendance for Teachers and Students	1. Review student attendance policy and recommend adjustments, if needed. 2. Evaluate teacher attendance data for potential improvements	1. Principals, Assistant Principals, Cabinet Members 2. Teacher Attendance Data/Sharing of Leave Requirements	1. Updated in August 2021/Ongoing 2. Ongoing	1. Student Support Services/Attendance Policy Committee 2. Human Resources/ Finance Department
Mental Health Support	1. Continue to implement support from mental health agencies 2. Ensure school counselors have training for Mental Health First Aid	1. Available Mental Health Agencies 2. NCDPI Training Resources/ Return to School Protocol	1. Ongoing 2. Ongoing 3. Ongoing 4. Ongoing 5. Fall 2021/Ongoing	1. Lead Social Worker/EC Behavior Specialist/Counselor Coordinator 2. Student Support Services/Counselor Coordinator/ Curriculum Innovation Team

	3. Utilize telemedicine to support mental health 4. Implement and monitor systemic Social Emotional Learning Plan to support the well-being of all students 5. Conduct Panorama Screener for SEL and use results to inform program planning.	3. East Carolina University/ Goshen Medical Services 4. MTSS Resources, CASEL, RTI International, Other available materials 5. Panorama Survey		3. DCS Nurse Supervisor/Student Support Services/ Exceptional Children Department 4. Special Advisor for K-8 Curriculum and MTSS/District SEL Committee/School-Based MTSS Teams 5. Special Advisor for K-8 Curriculum and MTSS/Counselors
Powerful Teaching and Learning	1. Continue to utilize master schedules that protect instructional time and include remediation/ intervention blocks 2. Utilize DCS pacing and curriculum guides 3. Develop common assessments aligned to district pacing guides to be administered in all schools.	1. District Scheduling Guidelines 2. DCS Pacing and Curriculum Guides 3. DCS Curriculum Resources 4. Available Instructional Strategy Materials/CIF	1. July-August Annually 2. Ongoing 3. Ongoing 4. Ongoing 5. Ongoing 6. Ongoing	1. Curriculum Innovation Department/Principals 2. Principals/Teachers 3. Curriculum Innovation Department/ Curriculum Specialists/Lead Teachers 4. Curriculum Innovation Department/ Accountability, Educational Equity, and Improvement Systems Department 5. Curriculum Innovation Department/MTSS Leadership Teams/School Improvement Teams

	4. Continue to offer professional development in effective teaching strategies 5. Provide specific instructional strategies/ interventions based on the needs of each student across all tiers 6. Utilize strategic staffing to strengthen equitable practices in all schools	5. FAMS Data, Interventions, Progress Monitoring, Effective Instructional Strategy Resources (e.g. CIF) 6. Performance Data, EVAAS Data, NCEES, Other Evaluation Data		6. Superintendent/ Assistant Superintendent for Human Resources/ Principals
School Improvement	1. Incorporate equity focus within School Improvement Plans (Goals and/or Actions) 2. Ensure data-based problem solving informs goals and actions to address a Multi-Tiered System of Support for all students across all tiers.	1. Equity resources outlined above/ Subgroup Data/NCStar/ Available Data outlined above 2. Available data outlined above	1. Annually upon submission of School Improvement Plans/Ongoing 2. Annually upon submission of School Improvement Plans/Ongoing	1. Principals/School Improvement Teams/Curriculum Innovation Department/ Accountability, Educational Equity, and Improvement Systems Department 2. Principals/School Improvement Teams/Curriculum Innovation Department/ Accountability, Educational Equity,

				and Improvement Systems Department
Family Engagement	1. Create and implement a systemic infrastructure to support family and community engagement	1. Existing Community/ Organizational Partnerships and Services, Website(s), Mass Communication System, Parent Conferences, Parent Nights, Title 1 Family Engagement Plan	1. Ongoing	1. All departments and schools