



WEST CHESTER AREA SCHOOL DISTRICT

EQUITY ACTION PLAN

2022-23



OVERVIEW

With the pandemic in the rearview mirror, let us reset by first revisiting the equity goals for individual schools.



MISSION STATEMENT

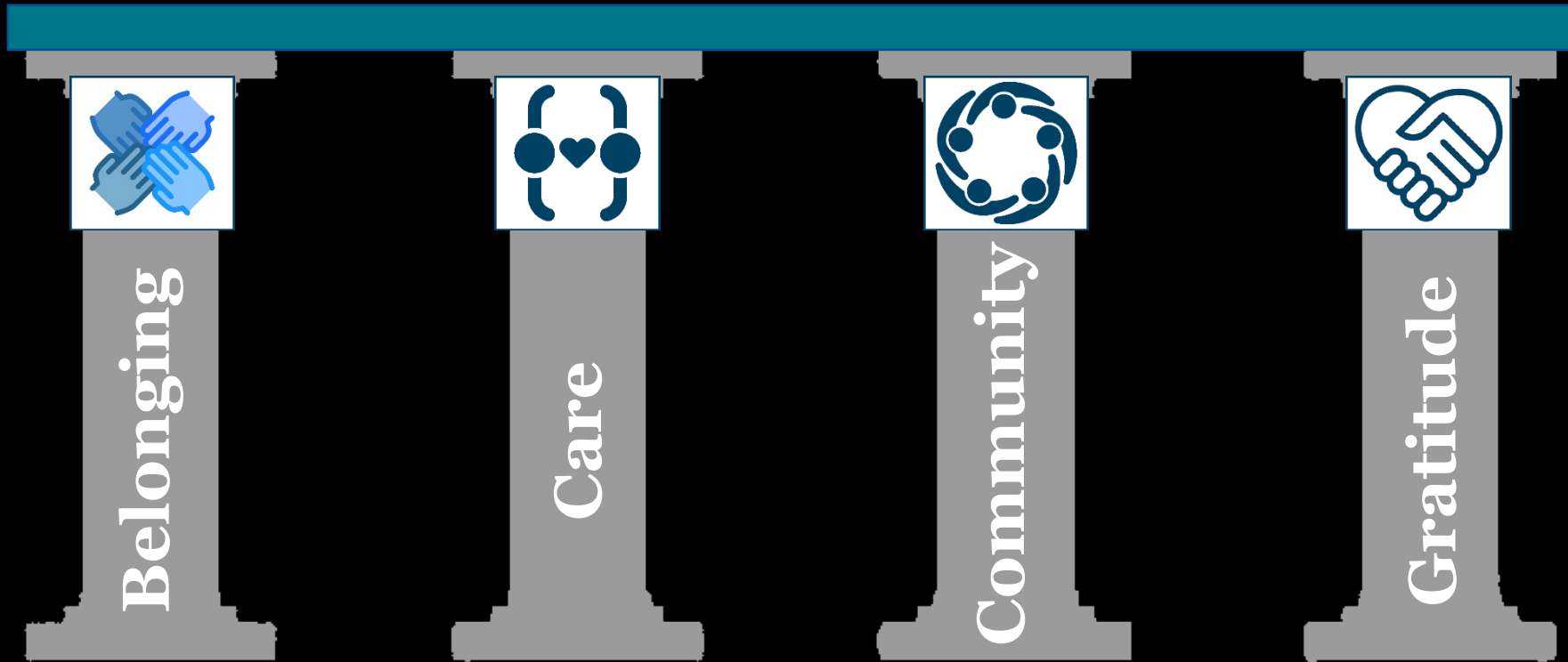
The mission of the West Chester Area School District is to educate and inspire our students to achieve their personal best.



EQUITY GOALS

EQUITY

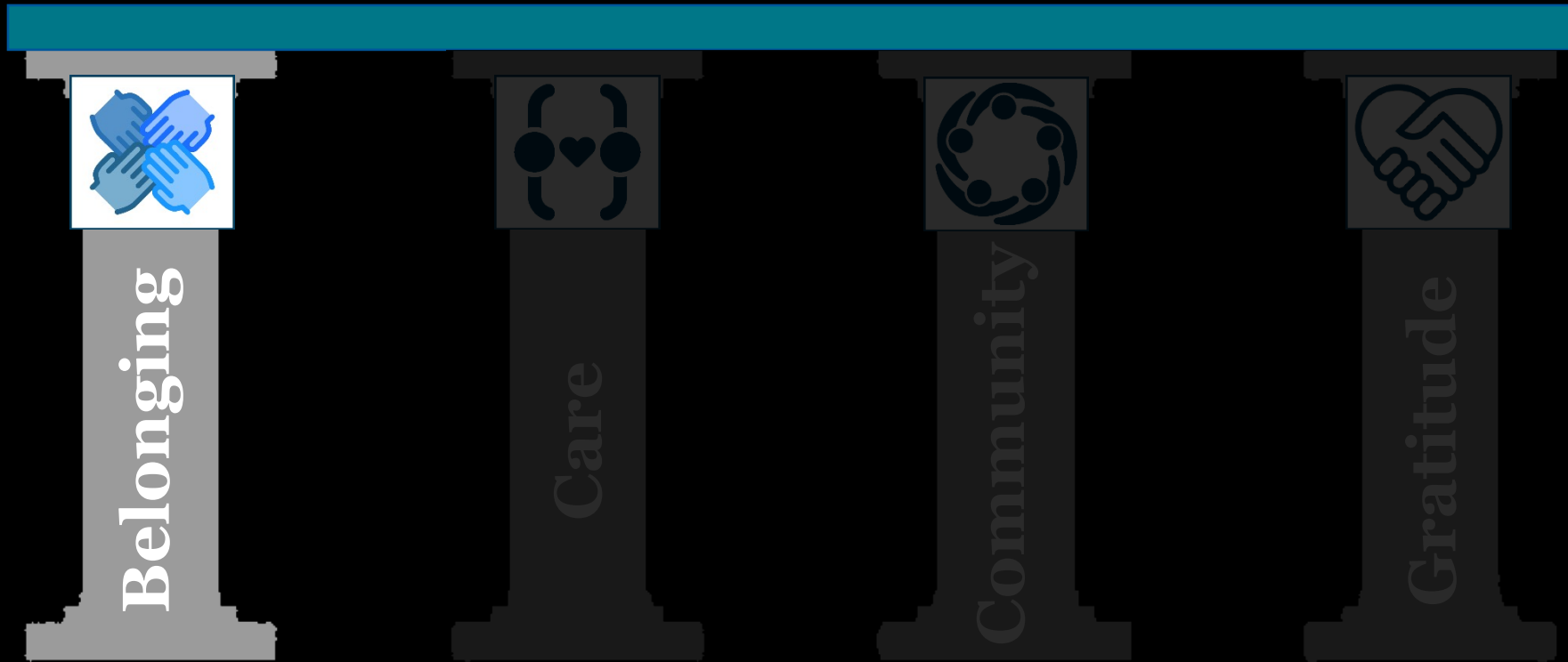
ensures all students get what they need to learn



EQUITY GOALS

BELONGING

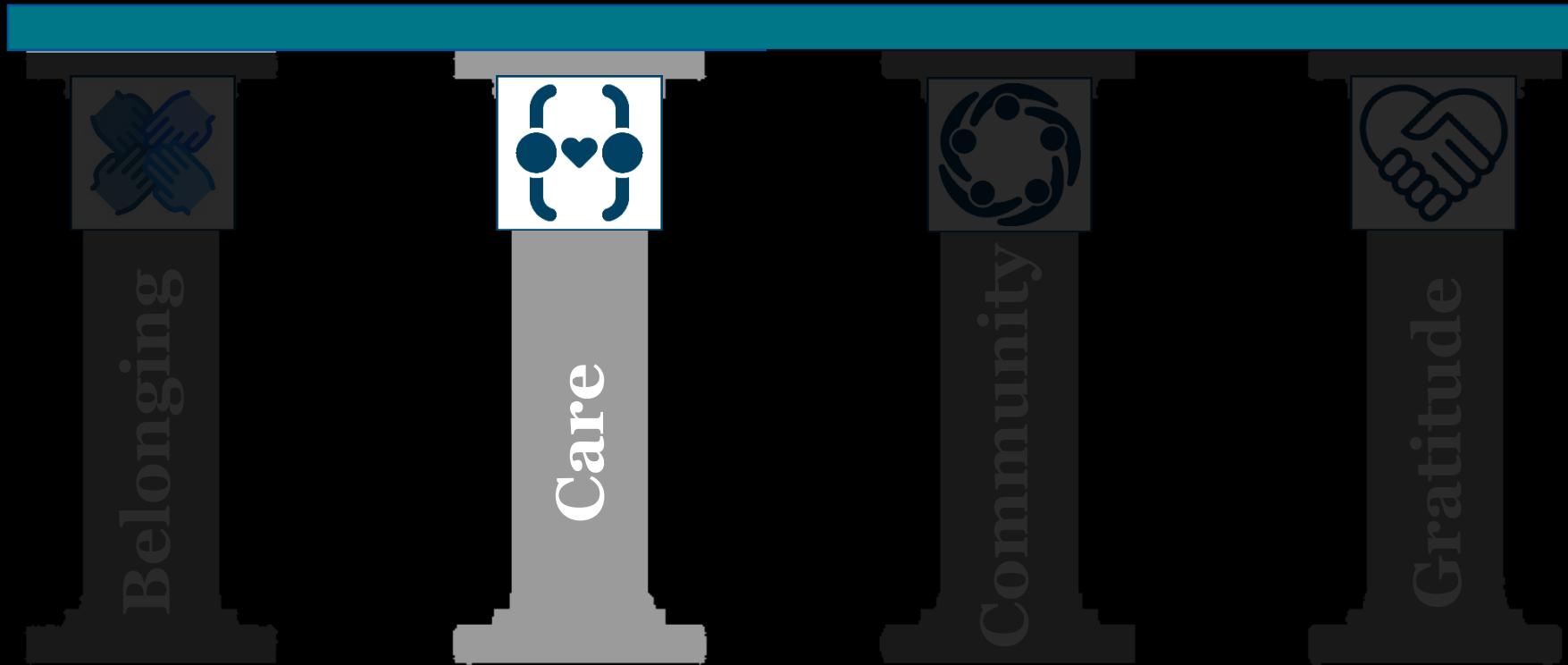
the positive school environment and relationships that allows students to feel accepted and comfortable to learn and thrive.



EQUITY GOALS

CARE

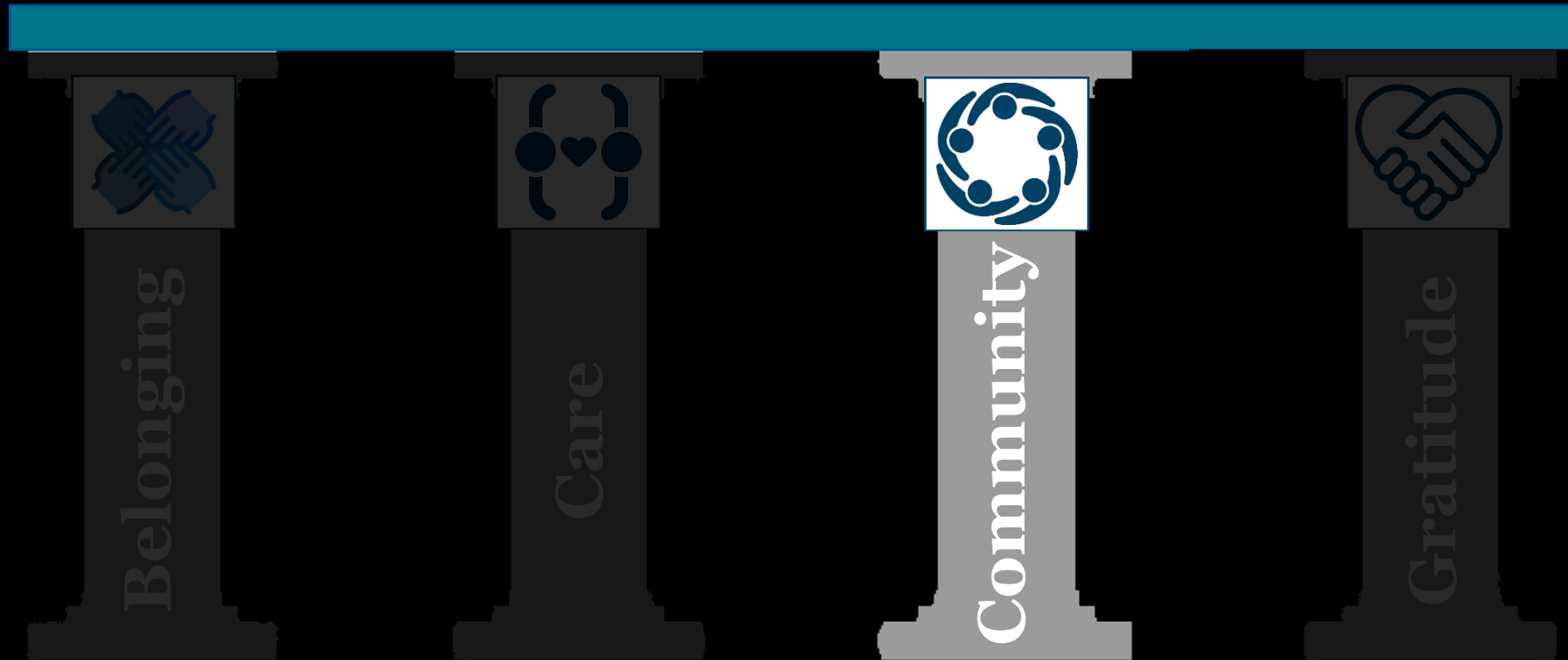
the confident feeling students have that others are concerned about their overall well-being, safety, protection, and performance.



EQUITY GOALS

COMMUNITY

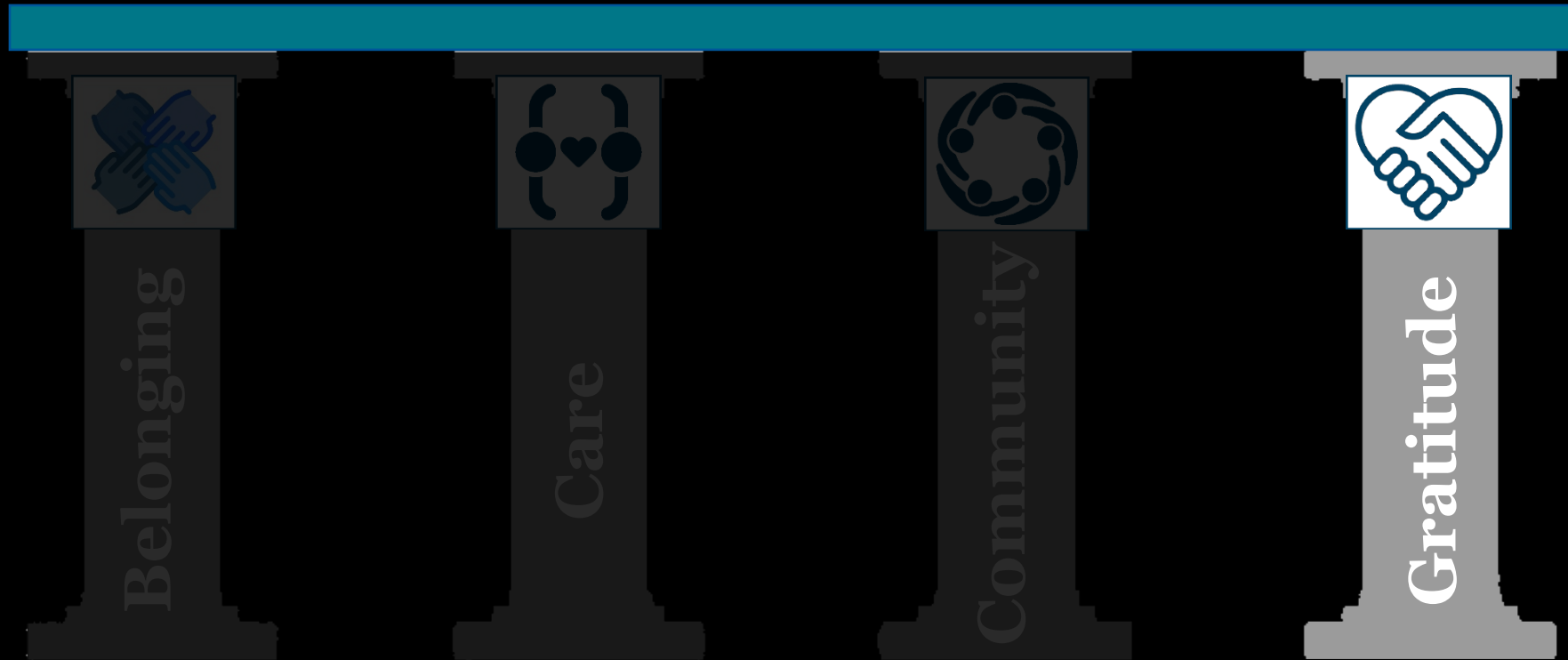
the support system, human capital, and sharing of the goals.



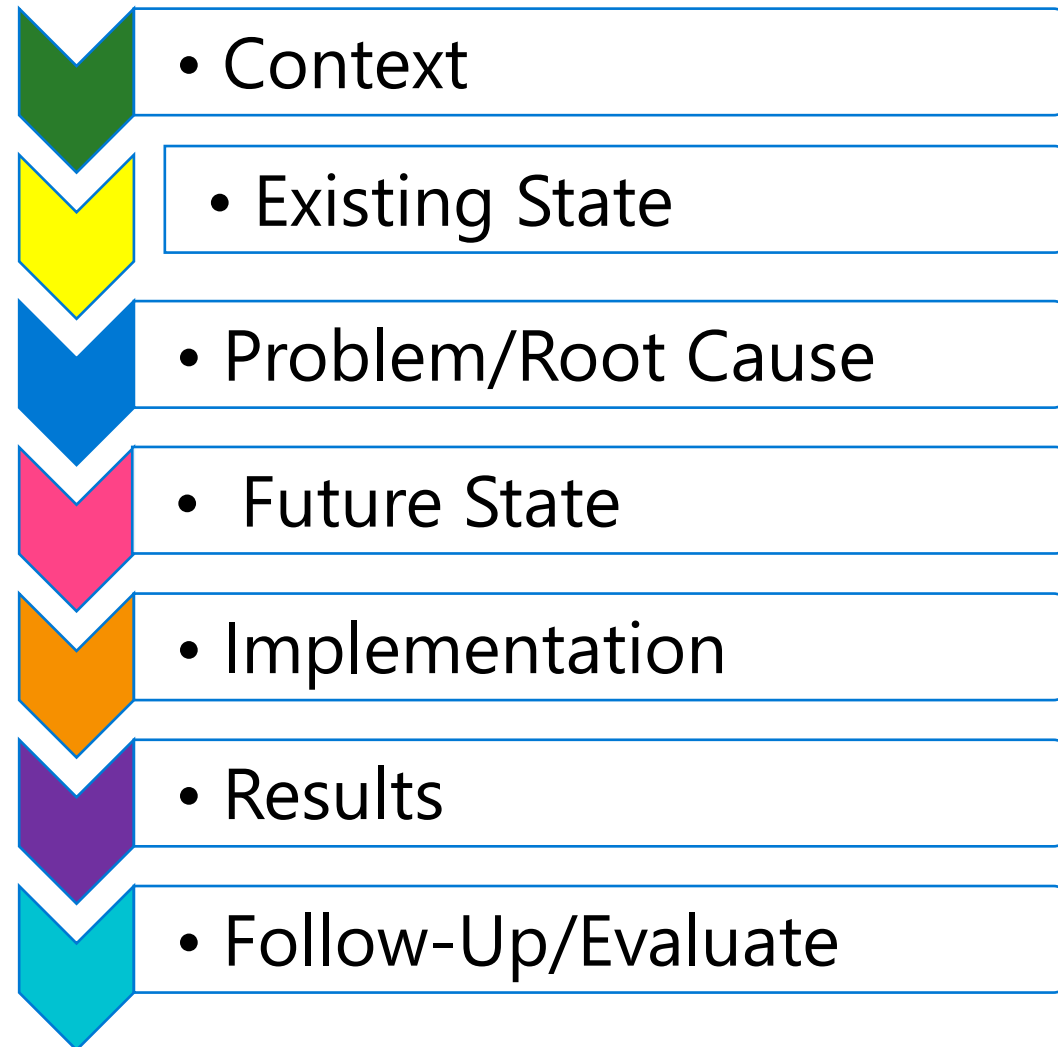
EQUITY GOALS

GRATITUDE

a tool to engage students in reflecting on the people, resources, and experiences that champion their efforts and strengthen their resolve.



KEY AREAS OF FOCUS



CONTEXT

- ❖ What is the issue we need to solve?
- ❖ Why should this issue be solved?
- ❖ What are the benefits to solving the issue?



EXISTING STATE

- ❖ Is there a clear problem statement?
- ❖ What do we already know?
- ❖ What are inaccuracies and errors are occurring?
- ❖ Identify who, what, where, and why errors occur?
- ❖ What is it that we don't know and need to know?
- ❖ If it's more data, what data will be collected?
- ❖ Who will collect the data?
- ❖ How will the data be collected?
- ❖ Who will analyze the data, and how will the data inform decisions that lead to implementation?

PROBLEM /ROOT CAUSE

- ❖ Is there a clear problem statement?
- ❖ Use the five whys to identify specific root cause.
- ❖ Does the data support the root cause?
- ❖ What do we already know?-culture, data, measures, trends, factors
- ❖ Errors and oversights; who are making them, where, how, why?
- ❖ What is it that we don't know and need to know?
- ❖ What data is needed?

- ❖ Explain goals
- ❖ Explain corrective measures

IMPLEMENTATION

- ❖ Who are the players?
- ❖ What are their roles?
- ❖ When will the plan be implemented?
- ❖ How will information be reported?

RESULTS



- ❖ Examine and assess results of the plan
- ❖ Analyze significance of the plan on student learning/performance
- ❖ Attenuate negative impact

FOLLOW-UP/EVALUATE

- ❖ Metrics to track progress
- ❖ Validating results
- ❖ How often progress will be assessed?
- ❖ Processes to sustain achievement
- ❖ Communication





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QUESTIONS

