

Strategic Alignment	Initiative/Goal Statement	Measures & Evidence	Timeline	Process Owner(s)	Baseline Data	Goal	NOVEMBER	MARCH	EOY/JUNE
Environment: Culture of Care	The athletic and activities office will provide an exceptional environment for our students by collaborating with our caregivers, students, booster clubs, and middle school.	Meeting agendas and minutes. Freshman athletic orientation. Blackboard communication, and program specific information emails. Student surveys, student exit surveys.	2023-2024 school year	Eric Nee	2022-23 Baseline 3 Meetings 1 Orientation Five blackboards		Email to businesses East/West FB Game Email about Athletic Event Attendance Email about ticketing Sept. 11 Booster Club Agenda Winter Athletics Message	Spring Athletics Message January Booster Agenda	2023-2024 Data Athletics Update: Hispanic - 7.71 American Indian or Alaska Native - .25 Asian - 8.3 Black - 10.83 Native Hawaiian or Other Pacific Islander - .063 White - 63.53 Two or more races - 9.26
Equity: Disrupting Inequity	Our athletics and activities participation rates do not mirror student racial demographics in line with our district mission and vision. We will seek to maintain participation rates while working towards equitable participation that mirror student demographics in line with our district mission and vision.	SR-3 results. End-of-season participation data. Coach completes list of CC training. Student end-of-season survey. Student interest survey.	2023-2024 school year	Eric Nee	2022-23 Data % of Students Engaged in Athletics Hispanic: 6.0% Black: 9.8% Native American/Native Alaskan: >1% to >1% Native Hawaiian/Other Pacific Islander: NA Asian: 7.9% White: 66.9% Two or more races: 9.1% 2022-23 Data % of Students Engaged in Activities Hispanic: 8.1% Black: 7.0% Native American/Native Alaskan: >1% to >1% Native Hawaiian/Other Pacific Islander: NA Asian: 13.6% White: 64.2% Two or more races: 6.6% 2022-23 District Enrollment Data Hispanic: 11.4% Black: 12.7% Native American/Native Alaskan: >1% to >1% Native Hawaiian/Other Pacific Islander: NA Asian: 10.5% White: 55.8% Two or more races: 9.1%	Increase participation rate percentages of students of color by 1% per year until participation rates are proportionate to our student enrollment demographics within +/- 1% and then maintain within that range. % of Students Engaged in Athletics Hispanic: 7.0% Black: 10.8% Asian: 8.9% % of Students Engaged in Activities Hispanic: 9.1% Black: 8.0% Two or more races: 7.6%	95 coaches completed courageous conversations training.	Fall Athletics Update: Hispanic - 7.83 American Indian or Alaska Native - .14 Asian - 8.39 Black - 10.5 Native Hawaiian or Other Pacific Islander - .07 White - 63.40 Two or more races - 9.66 Four focus group / relational interviews completed 27 coaches of color	2023-24 Data Athletics Update: Hispanic: 7.8% Black: 10.3% Native American/Native Alaskan: <1% Native Hawaiian/Other Pacific Islander: <1% Asian: 8.8% White: 63.4% Two or more races: 8.1% 2023-24 Data Athletics Update: Hispanic: 7.8% Black: 11.7% Native American/Native Alaskan: <1% Native Hawaiian/Other Pacific Islander: 0% Asian: 14.9% White: 55.9% Two or more races: 6.6%

