



GOAL AREA	STUDENTS, STAFF, AND FAMILY & COMMUNITY
STRATEGY	Policy Implementation Action Plan: A Foundational Systemic Action Plan that underpins and accelerates work across all areas of Empower95
RATIONALE	This action plan supports strategic efforts in the areas of Students, Staff, and Family & Community by ensuring that systems for implementation and communication surrounding key policies guiding daily work are consistent, equitable, inclusive, and transparent to stakeholders. The intent of this action plan is to build upon work from the 25-26 school year, where areas for opportunity were identified, with the focus for 26-27 being around clarifying systems, building shared understanding for stakeholders, and preliminary rollout of revised procedures and protocols.
ACTION PLAN TITLE	Equity in Action: Clarifying Systems & Building Shared Understanding
ACTION PLAN STEPS	• Development of district-wide process guides in key areas identified through the 25-26 policy audit work (e.g., hiring, curriculum development, accelerated placement, student discipline) • Create standardized communication protocols for key areas identified (e.g., hiring communication timelines, curriculum review updates, accelerated placement, student discipline communication protocols) • Identify equity indicators and “look-fors” in key areas in order to establish monitoring protocols system-wide • Audit existing onboarding structures for various staff groups in order to identify areas for improvement with respect to roles/responsibilities, communication, and related areas • Develop a multi-year professional development plan in key areas identified • Conduct initial rollout of select revised district procedures (i.e., staff onboarding, student discipline) • Identify potential cross-functional groups to support monitoring in key areas identified (e.g., hiring, curriculum, accelerated placement, student discipline matters) • Identify potential needs for continued partnership with Dr. Carmen Ayala for needs such as survey development, additional focus groups following implementation, progress monitoring needs, etc.
TIMELINE	The anticipated date of completion is scheduled for Summer 2027.
PROGRESS MONITORING STEPS	• Administrator Feedback: Feedback obtained from building and district-level administrators regarding process guides and communication protocols in key areas

	● Staff Feedback: Feedback obtained (i.e., staff survey data, staff report data) regarding process guides and communication protocols (e.g., areas that are clear, areas for improvement), as well as regarding the implementation of select updated protocols ● Fidelity Checks/"Look-fors": Data collected across various areas (e.g., student discipline documentation for minor behaviors, onboarding protocol implementation, curriculum resource implementation) with respect to fidelity of implementation of targeted focus areas
INDICATORS OF SUCCESS	● Process Guide Development: Hiring; Curriculum Development; Accelerated Placement; Student Discipline ● Communication Protocol Development: Hiring; Curriculum Development; Accelerated Placement; Student Discipline ● System monitoring metrics across key areas established ● Staff onboarding review completed ● Staff professional development plan (multi-year) drafted ● Cross-functional groups identified for key areas to support data review, process/procedure review, and other related activities: Hiring; Curriculum Development; Accelerated Placement; Student Discipline Stakeholder Outcome Metric: <i>100% of key district leadership and hiring leaders complete targeted framework training, resulting in follow-up data collection indicating full procedural adherence across hiring files, student accelerated placement decisions, and discipline documentation</i>
POTENTIAL RESOURCES	● Building Administrative teams ● Cross-functional stakeholder groups (e.g., Superintendent Advisory, Student Success Council) ● District-wide Committee groups (e.g., curriculum committees, District SEL/Behavior Committee) ● Executive Director of Human Resources ● Assistant Superintendent for Student Services, Administrative Services, and Operations ● Assistant Superintendent for Curriculum, Instruction & Innovation ● Superintendent
POTENTIAL COSTS	There are currently no anticipated costs with this action plan; however, if there are recommendations for additional staff training or other related items – there may be additional requests for funding to support those needs.