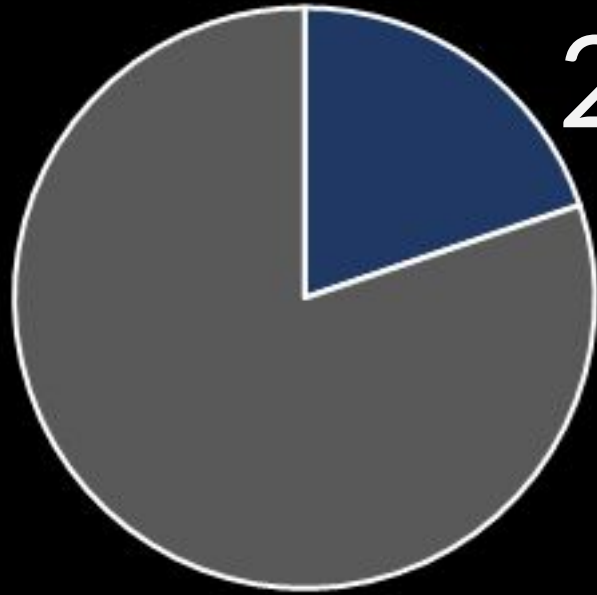
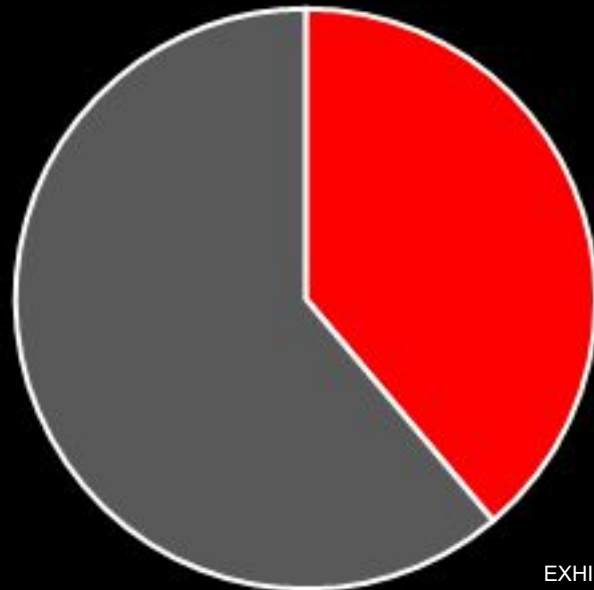


Suspension Rate African-American and Hispanic Students



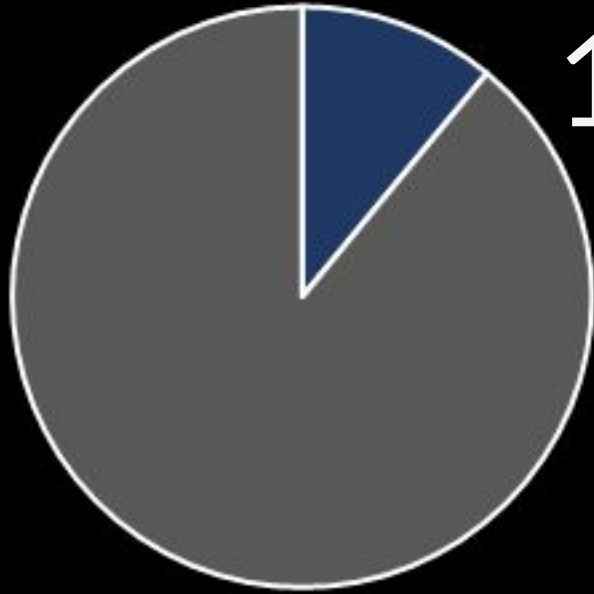
22% of district enrollment



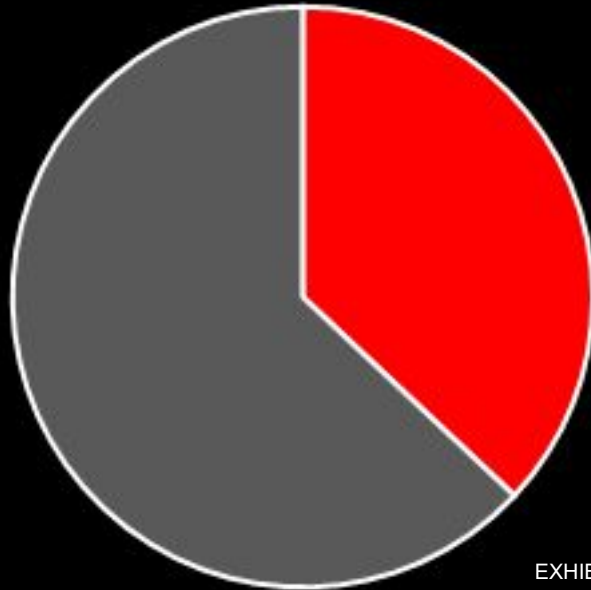
40% of district suspensions

Suspension Rate

Male African-American and Hispanic Students



11% of district enrollment



37% of district suspensions

ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT
Continuous School Improvement Action Plan
2019-2020

Goal: Implement a systematic approach to equity that builds leaders of equity who close opportunity gaps by creating a culture of equity in which success and failure are no longer predictable by student identity.

Who owns this project:
District Equity Leaders Team

Metrics: Year 1

1. Metric 1: Improve student and staff perception regarding equity and inclusion by .5
2. Metric 2: Decrease discrepancy between staff and student perception data regarding how inclusive and equitable staff are by .5
3. Metric 3: Increase number of staff trained in Equity & implementation strategies

Strategy/Action	Measurement	Resources (include costs and funding source where appropriate)	Person Responsible	Due Date	TIMELINE											
					Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
M1 & 2 - Use PD Days to increase staff classroom implementation of Equity Inquiry model, RP, and MTSS.	100% of district wide staff will have PD day experiences and resources to explain and reinforce relationship	PD Days, PDS, Ed Services leadership, Site Leads	Jess Borjon	July 1st 2020		X	X					X				
M3 - Train and implement National Equity Inquiry Model for leadership at classroom level	Reduced classroom discipline referrals for key cohort students Train 5% of district faculty at the NEP workshops. NEP-trained leaders will train 100% faculty on practical classroom strategies at PD Days and faculty meetings.	National Equity Project Inquiry in the Classroom Training	Jess Borjon w/ site leads from each site	September 1st 2020		X	X	X	X		X	X	X	X		
M1&2- Support restorative practices expansion in district w/ teaching staff	80% of staff in the district wide will be trained in "day 1" of RP	Partnership w/ Restorative Practices leader	John Becker/Site Equity Leaders	September 1st 2020			X	X	X	X	X	X	X	X	X	
M3 - Train staff to understand MTSS model	Perception data from staff regarding relevancy of CSI plans and connections	Staff perception survey, MTSS training resources	Judy Fischer/John Becker	August 1st 2020		X	X	X	X		X	X	X	X		

ROSEVILLE JOINT UNION HIGH SCHOOL DISTRICT
Continuous School Improvement Action Plan
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Strategy/Action	Measurement	Resources (include costs and funding source where appropriate)	Person Responsible	Due Date	TIMELINE											
					Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Metrics: Year 2 & 3	<p>Metric 4: Dashboard results will show a <u>decrease in each key cohort's suspension rates by 50%</u> and an <u>increase in College & Career Readiness indicators by 10%</u>.</p> <p>Metric 5: Within three years, <u>reduce the D/F rate by 50% for all key cohorts NGSS Biology</u>. (For 2018-19, in English 9, 22% D/F rate for African American, 21% for Am Indian/Alaska, 5% Asian, 7% Filipino, 22% Hispanic/Latino, 14% Two or more races, 8% white, 23% socioeconomic, 41% Special Ed)</p>															
M3 - Train staff on UDL approaches to lesson design and instruction	Number of "certified" UDL lessons increase by 5% in math, science, ELA and ELD	Katie Novak and UDL tools	Mike Fischer/Mike Purvines/Val Buckingham	September 1st 2021			X	X	X	X	X	X	X	X	X	
M3 - Use perception data that clearly defines "equity markers"	Set number of questions identified as "equity markers" for ongoing measurement and analysis	CSI Survey, EOS Survey, Hanover Tech Survey	Shane Waggoner/Jess Borjon	September 1st 2021			X	X		X	X					
M3 - Capture student perceptions about inequities - addressing gaps in current surveys	Create tool/protocol that addresses potential gaps in current data collection on equity surveys	Meeting time, expert guidance, existing models as best practice	Jess Borjon	January 2021			X	X	X	X	X					
M3 - Create shared resources communicating a common vocabulary around MTSS, Equity, Restorative Practices, UDL	Google Share folder created with materials - check perception data results	CSI Survey, meeting time, google, best practice resources	Ed Services Directors	August 1st 2021		X	X	X	X	X	X	X	X	X	X	
M1, M3 - Dual Enrollment Implement Equal Opportunity Schools Program in a more targeted manner	Focus on two lowest key cohorts at each site and increase participation by 10%	EOS Student Profiles used to inform students, parents, staff	AP/IB Coordinators at each school site	March 1st 2022		x	x	x	X			x	x			