



DEI & Student Support - Action Plan - 2023-24 to 2025-26

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Chief: Dr. Julie A. Crawford

<p>Baseline Data</p>	<p>Black Student Average SOL Pass Rate by Test 2022-23: - English Reading: 66% - Mathematics: 61% - Science: 55% - History and Social Sciences: 58% - English: Writing: 59%</p> <p>Hispanic Student Average SOL Pass Rate by Test 2022-23: - English: Reading: 60% - Mathematics: 59% - Science: 49% - History and Social Sciences: 58% - English: Writing: 64%</p> <p>English Learners Average SOL Pass Rate by Test 2022-23: - English: Reading: 34% - Mathematics: 46% - Science: 25% - History and Social Sciences: 45% - English: Writing: 27%</p> <p>Students with Disabilities Average SOL Pass Rate by Test 2022-23: - English: Reading: 50% - Mathematics: 52% - Science: 44% - History and Social Sciences: 53% - English: Writing: 44%</p> <p>Students Identified as being Economically Disadvantaged Average SOL Pass Rate: - English: Reading: 58% - Mathematics: 58% - Science: 46% - History and Social Sciences: 55% - English: Writing: 58%</p>	<p>Identify if goal is required based on state or federal requirements, or other guidelines</p>	

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<p align="center">Annual Performance Goal Year 1 (2023-24)</p>			

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OSCC provides training to school leadership on strengthening approaches to building relationships, particularly with traditionally under-served student population.	Sept-June, ongoing annually	OSCC staff	Director of OSCC and Chief of DEI & School Support will receive updates from direct reports during 1:1 and team meetings and through check-ins with Principals
OSCC participates in train the trainer Professional Learning led by DEI on culturally responsive teaching.	2023-24	OSCC staff	
OSCC leads District-Wide Staff Training on Restorative Justice, Trauma Informed Classroom and Student Climate Framework.	Sept-June, ongoing annually	OSCC staff	
OSCC works with each school to identify a restorative justice point of contact to serve as a liaison to OSCC.	2023-24, reviewed annually	OSCC staff	
Establish cross-departmental Central Office team to monitor progress.	2023-24	OSCC staff	

Progress Monitoring

Strategic Plan Measures (Dropdown) - To determine if goal was achieved	M-SWB-5- Suspension rates		
Evidence of Progress toward Annual Goal (MOY)	Results of Progress toward Annual Goal (EOY)		
Discipline Disproportionality Dashboard -Monthly review of suspension data & MOY report on progress toward goal	Discipline Disproportionality Dashboard -EOY report based on suspension data		

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Goal #4	School Climate (All Depts in DEI/Student Support)
Strategic Plan Goal Area	Student Well-Being
Strategic Plan Performance Objectives	PO-SWB-3-Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental Health.

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