

**Engage. Educate. Empower.**

**The Bayshore Community – Growing engaged hearts, educated minds, and empowered visionaries.**

- Equity & Access through High-Quality Teaching & Learning:** Assure every student has access to equity driven and culturally relevant instruction, and multiple activities and enrichment experiences that appropriately challenges all students to ensure core content mastery and maximizes each student's opportunity to be engaged, educated, and empowered to the highest levels.

Action Item	Sources and/or Supporting Research	Stakeholder Tasks	Timeline	Measurement
Equity Audit	<a href="#">Insight</a>  <a href="#">Insight Proposal</a>	<b>Steps:</b> Superintendent - Initiates Board - Approves Admin - Implement	<u><b>April, 2021</b></u> Select an Equity Audit Partner  <u><b>May, 2021</b></u> Approve by Board  <u><b>August, 2021</b></u> Implement	Completed Equity Audit with Action Steps for Year 1 and 3-5 year plan.
Equitable Grading Practices	<a href="#">Grading for Equity, Joe Feldman</a>	<b>Steps:</b> School Board/Superintendent – Initiates, Reviews and Revises BP 5121  Board Discussion	<u><b>May, 2021</b></u> Presentation to Board on Grading Criteria  <u><b>May, 2021 – July, 2021</b></u> Discussion on Grading for Equity  <u><b>August, 2021</b></u> Implement revised grading policies Provide professional learning for staff	New BP reflecting equitable grading practices.  Implement revised grading policies  Increase in students meeting grade level standards
Integrate Ethnic Studies in to Bayshore Curriculum	<a href="#">Ethnic Studies References</a>  <a href="#">CDE Ethnic Studies Guidelines</a>	<b>Steps:</b> Develop a team of teachers to align our curriculum with the CA Ethnic Studies	<u><b>School Year 2021-2022</b></u>  <u><b>August, 2022</b></u> Implement ethnic studies curriculum	Books being used represent student population  Tied to Equity Audit

	<a href="#">Diversity in Children's Books 2015</a> <a href="#">Diversity in Children's Books 2018</a>	Implementation and weave an ethnic studies lens across all disciplines		
Action Plan for Outreach, Hiring, and Retention of Ethnically Diverse Educators	<a href="#">Diversity Gap</a> <a href="#">Why it is Critical to Close the Teacher Diversity Gap</a>	<b>Steps:</b> Create a plan to Attract BIPOC educators and to retain them	<b>June, 2021</b> Research teacher diversity gap  <b>June, 2021 – October, 2021</b> Create a plan to attract BIPOC  <b>Spring, 2022</b> Begin to use plan to hire new staff	Show an increase in diversity within our staff (based on current staff demographics).  Tied to Equity Audit

2. **Wellness & Safety:** Provide a healthy and positive school culture where the social, emotional, and physical health needs of students and staff are met to cultivate a positive environment which promotes high levels of connection, engagement, and overall well-being throughout the school community.

Action Item	Sources and/or Supporting Research	Stakeholder Tasks	Timeline	Measurement
Staff Training on Trauma Invested Practices	<a href="#">Trauma Invested Practices</a> <a href="#">The How and Why of Trauma Informed Practices</a>			Wrap around services for families.  100% of staff is trained in trauma invested practices.  100% of staff is supported in trauma invested practices on an annual basis.
Student Handbook		<b>Steps:</b>	<b>August, 2021</b> Implement new Handbook	Updated Student Handbook

		<p>Update Student Handbook to include:</p> <ul style="list-style-type: none"> <li>● Students' Rights</li> <li>● Student Community Agreements <ul style="list-style-type: none"> <li>● Visual Map on "How to Get Help"</li> <li>● How to move around barriers (social capital)</li> <li>● Graduation Outcomes</li> </ul> </li> <li>● Materials needed for each class</li> </ul>		<p>Handbook is revised on an annual basis.</p> <p>Student Handbook is posted on website.</p>
Parent Guide		<p><b>Steps:</b></p> <p>Create Parent Guide</p> <ul style="list-style-type: none"> <li>● Parent &amp; Students' Rights</li> <li>● Parent &amp; Student Community Agreements <ul style="list-style-type: none"> <li>● Visual Map on "How to Get Help"</li> <li>● Graduation Outcomes</li> </ul> </li> </ul>		<p>Parent Guide tied to Student Handbook</p> <p>Guide is revised on an annual basis.</p> <p>Parent Guide is posted on website.</p>
Restorative Practices	<p><a href="#">Restorative Justice in US Schools</a></p> <p><a href="#">Bringing Restorative Practices to you school</a></p>			<p>100% of staff is trained in restorative practices.</p> <p>100% of staff is supported in restorative practices on an annual basis.</p>

				<p>Decrease in suspensions (disaggregated by demographics).</p> <p>Increase in students feeling welcomed and safe on campus (as measured by California Healthy Kids Survey or SEL survey).</p>
<p>Promote shared ethical and performance values visibly and comprehensively for students and staff through the district's Cultural Proficiency, Equity and Dismantling White Supremacy Work.</p>		<p><b>Steps:</b> School Board/Superintendent – Initiates, Develops and Adopts an anti-racist policy.</p>	<p><b>May, 2021</b> Draft BP – Anti-racism</p> <p><b>July, 2021</b> Adopt BP – Anti-racism</p> <p><b>Fall, 2021</b> Analyze related information regarding discipline, student placement, and student performance outcomes by various demographics.</p>	<p>Tied to Equity Audit</p> <p>Data is disaggregated and analyzed.</p> <p>Performance data is posted on district website.</p> <p>Board Policy is adopted and followed.</p>

3. **Communication & Connection:** Ensure an open communication process between the Board and all stakeholders while promoting high levels of connection between the board, community, stakeholders, and students.

Action Item	Sources and/or Supporting Research	Stakeholder Tasks	Timeline	Measurement
Identify pre-existing partnerships and experiences and seek to establish new ones, including: Service learning, career readiness, guest speakers, externships, field trips, virtual experiences, and online learning.			<p><b>July, 2021</b> Identify current partnerships</p> <p><b>August, 2021 &amp; ongoing</b> Identify new partnerships</p>	<p>Increase in partnerships (as measured by current partnerships).</p> <p>Activities tied to partnerships available at every grade level.</p>
Administer semi-annual surveys of stakeholders			<p>Fall, 2021</p> <p>Spring, 2022</p>	Survey is completed and analyzed.
Send Monthly Board Reports			Begin August, 2021	Monthly Board Reports are posted to websites and sent out to families via email, text, and app.

4. **Financial Stability:** Ensure the district is financially stable through responsible expenditures and increasing revenue through fundraising efforts to support the educational success of every student.

Action Item	Sources and/or Supporting Research	Stakeholder Tasks	Timeline	Measurement
Board is ensuring expenditures are less than revenue			<p><b>June, 2021</b> Budget Adoption</p> <p>Ongoing</p>	Reserve is above the 4% minimum requirement.
Identify pre-existing partnerships and opportunities and seek			<p><b>July, 2021</b> Identify current partnerships</p>	Increase in partnerships (as measured by current partnerships).

to establish new ones to increase capital fundraising efforts.			<b>August, 2021 &amp; ongoing</b> Identify new partnerships	Increase in fundraising efforts on an annual basis.
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