

Equity Indicators				
Category: Curriculum Inclusivity and Representation	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Culturally Responsive Curriculum				Shows a balanced percentage of curriculum content reflecting Black history and contributions
Curriculum Resources/Reference				Balanced number of texts, authors, historical events, and scientific discoveries from underrepresented groups included in the curriculum.
Inclusive Teaching Practices				Adoption of teaching strategies that promote inclusivity, such as differentiated instruction to accommodate diverse learning styles and abilities.
Culturally Responsive Teaching				Incorporation of culturally responsive teaching practices that validate and affirm Black students' cultural backgrounds.
Access and Availability				Clear pathways to advanced coursework and enrichment programs for Black students, regardless of socioeconomic status or race.
Participation Rates				Analysis and intentional strategies to dismantle disparities in the participation rates of Black students in honors, Advanced Placement (AP), and International Baccalaureate (IB) courses.

Transformative Indicators

Category: Curriculum Inclusivity and Representation	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Curriculum Revision				Revisions to curriculum to include perspectives that provide ways in which multifaceted perspectives are an integral part of the learning and testing experience
Community Collaboration				Percentage of curriculum development that involves community stakeholders, including parents, students, and community organizations. Establishment of partnerships with local cultural institutions, universities, or community groups to enrich curriculum content.
Institutional Policy and Governance				Adoption, implementation, and integration of equitable practices & policies into the school board's governance structure that promote inclusive curriculum practices. Cultivating this work into strategic planning and decision making practices.

Equity Indicators				
Category: Equity in Disciplinary Actions	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Suspension and Expulsion Rates				Clear strategy and tools to calculate the disproportionality index to measure the overrepresentation or underrepresentation of Black students in disciplinary actions compared to their representation in the student population.
Student/Parent/Guardian Voice				Engagement levels of Black student, parent/guardians and community stakeholders in discussions and decisions related to discipline policies and practices.
Feedback Mechanisms				Feedback mechanisms and satisfaction levels among Black students, parent/guardians and community members regarding the fairness and effectiveness of disciplinary procedures is clear and easy to access. Appeals process is also easy to access and designed to center the students and not the institution.
Restorative Justice Practices				School board's governance supports and influences its schools to report on its effectiveness of restorative practices in reducing disciplinary incidents and improving school climate.
Transparency and Accountability				Establishment of accountability measures to address disparities in disciplinary outcomes and ensure that Black students are treated fairly and equitably.
Policy Review and Reform				Regular review and evaluation of disciplinary policies and procedures to identify and address any biases or disparities.

Transformative Indicators

Category: Equity in Disciplinary Actions	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Perception of Safety				Regular surveys and focus groups conducted to assess Black students' and families' perceptions of safety and fairness in school disciplinary practices and analysis of survey results to identify disparities in feelings of safety and fairness among Black students, with actionable steps taken to address any identified issues.
Discovery Methodology				Creation and use of a discovery matrix that prioritize prevention, intervention, and support services over punitive measures and a healthy balance of building relationships vs. maintaining order
Equity Impact Assessments				Use of data-driven analysis to track changes in disciplinary outcomes among Black student groups over time.

Student Outcomes and Engagement				Academic performance and engagement levels of students with this new curriculum strategy and longitudinal analysis of student engagement of new curriculum strategy over time among different student demographics.
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Leadership and Accountability				Presence of Black leadership representation within disciplinary committees and decision-making bodies and implementation of accountability measures for administrators and staff to ensure equitable enforcement of disciplinary policies and practices.
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Equity Indicators				
Category: Staff Leadership & Representation	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Diversity in Staff & Leadership Positions				Proportion of Black individuals in leadership positions and year-over-year tracking of changes in Black leadership to monitor progress.
Equitable Hiring Practices				Implementation of recruitment and hiring practices that actively seek to increase Black representation among staff and leadership and analysis of hiring data to ensure fair and unbiased recruitment processes, including the demographic breakdown of applicants, interviewees, and hires.
Professional Development and Career Advancement				Availability and participation rates in professional development programs focused on leadership skills for Black staff and tracking career advancement opportunities and promotions for Black staff to ensure equitable access to leadership roles
Retention and Support Programs				Implementation of mentorship and support programs for Black staff to enhance retention and professional growth and analysis of retention rates for Black staff members to identify and address any disparities or barriers they may face in the workplace.

Equity Indicators				
Category: Engagement with Black Families and Community	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Culturally Relevant Communication				Frequent and effective communication with Black families and community with an emphasis on the availability and utilization of communication methods that are accessible and resonate with the Black community (e.g., partnerships with local Black media outlets, community centers, and Black-centered organizations).
Programs and Initiatives for Black Students and Families				Development and implementation of programs specifically designed to support the academic, social, and emotional needs of Black students and their families.
Participation Rates				Clear channels to assess participation rates and feedback from Black families on district-wide programs, assessing their effectiveness and impact.
Representation in Decision-Making				Percentage of Black family members and community representatives on school committees, advisory boards, and other decision-making bodies and regular inclusion of Black families in focus groups, town hall meetings, and feedback sessions to ensure their voices are heard and considered in school policies and initiatives.

Transformative Indicators				
Category: Staff Leadership & Representation	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Systemic Policy Changes				Adoption of district-wide policies that mandate equitable hiring, promotion, and professional development practices and regular review and revision of these policies to ensure they remain effective and aligned with Black staff and leadership success.
Accountability and Transparency				Implementation of accountability mechanisms, such as diversity audits and equity scorecards, to track and publicly report progress on Black staff leadership representation and publicly accessible data with regular updates on the demographic composition of leadership and staff to ensure transparency and community trust.
Targeted Recruitment Strategies				Development and implementation of targeted recruitment strategies aimed at attracting Black candidates for leadership positions, including partnerships with Black-serving institutions, professional organizations, and community groups.

Transformative Indicators				
Category: Engagement with Black Families and Community	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Equity-Focused Resource Allocation				Allocation of resources (funding, staff, facilities) specifically dedicated to supporting programs and initiatives that benefit Black students and families.
Policy Implementation				Implementation of policies that institutionalize regular and meaningful engagement with Black families and communities, such as mandatory community advisory councils or regular public forums.
Tracking and Analysis				Transparent tracking and reporting of how these engagement is resonating with the Black students, families, staff and community, ensuring they directly address the identified needs and priorities unique to the Black experience.

Collaborative Decision-Making Structures on Hiring, Promotion, and Retention				Establishment of diverse committees and advisory boards that include Black stakeholders in decision-making processes and inclusion of Black perspectives in shaping policies and initiatives related to staff recruitment, retention, and professional development. Additionally, clear measurement of the effectiveness of these strategies through tracking the number of Black applicants and subsequent hires over time, with a focus on increasing Black staff and leadership representation.
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Impact Measurement and Accountability				Public reporting of progress and outcomes, with accountability mechanisms in place to address gaps and continuously improve engagement efforts based on feedback from Black families and communities.
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Equity Indicators

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Category: Treatment & Involvement of Black School Board Members	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Equitable Treatment and Respect				Regular assessments (e.g., surveys, interviews) of Black school board members' experiences regarding equitable treatment, respect, and inclusion in board activities and discussions.
Influence and Impact				Tracking the implementation and outcomes of initiatives or policies proposed by Black school board members to assess their effectiveness and alignment with equity goals.
Support and Professional Development				Availability and participation rates of professional development and leadership training opportunities tailored for Black school board members.
Integrity and Feedback				Mechanisms in place to address and resolve any reported instances of bias, discrimination, or exclusion faced by Black school board members.

Category: Policies & Practices	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Inclusive Policy Development:				Intentional inclusion of Black stakeholders, including students, parents/guardians, educators, and community members, in the policy development process to ensure policies reflect the needs and perspectives of all groups.
Equitable Resource Allocation				Analysis and transparency in the allocation of resources (funding, facilities, staffing) to ensure equitable distribution across all schools, particularly those serving historically marginalized communities.
Accountability and Implementation				Establishment of clear accountability measures to track the implementation and impact of equity-focused policies, including regular reporting and public access to data on progress and outcomes and mechanisms for continuous feedback and improvement, allowing for adjustments and refinements to policies and practices based on their effectiveness in achieving equity goals for Black students.
Impact on Student Outcomes				Regular assessment of the impact of equity-focused policies on key Black student outcomes and use of this data to identify and address any disparities, ensuring that policies are effectively closing achievement gaps and promoting positive outcomes for Black students.

Transformative Indicators

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Category: Treatment & Involvement of Black School Board Members	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Cultivated Policy for Inclusion				Adoption and implementation of policies that ensure the equitable treatment and meaningful involvement of Black school board members. This includes anti-discrimination policies, equity training for all board members, and clear protocols for addressing any instances of bias or exclusion.
Leadership Roles and Decision-Making				Allocation of key leadership roles and decision-making authority, proportionate to the school community, to Black school board members, ensuring they have significant influence over critical areas such as curriculum development, resource allocation, and equity initiatives.

Category: Policies & Practices	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Intentional Change and Integration				Implementation of policies explicitly targeting the elimination of racial disparities and measurement of the extent to which equity considerations are embedded in all policies and practices, ensuring systemic and sustainable change.
Collaborative Policy Development and Evaluation				Establishment of collaborative policy development and evaluation processes that actively involve Black stakeholders in shaping and assessing policies and regular feedback loops and participatory evaluation methods to ensure that policies are responsive to the needs and experiences of the Black community.

Building Black Community				Establishment of formal mechanisms for Black school board members to engage with Black families, students, and community leaders regularly. This includes creating advisory councils, hosting community forums, and facilitating open dialogues to ensure that the perspectives of the Black community are integrated into board decisions.
Cultural Competency and Anti-Racist Training				Regular and mandatory cultural competency and anti-racist training for all school board members and administrative staff to foster a deep understanding and commitment to equity and inclusion and evaluation of the training's impact on the board's dynamics, decision-making processes, and the experiences of Black school board members, ensuring that these training sessions lead to tangible improvements in the board's culture and operations.

Comprehensive Equity Framework				Development and implementation of a comprehensive equity framework that guides all policy and practice decisions within the district and regular evaluation and updates of this framework based on emerging research, best practices, and feedback from Black stakeholders to ensure it remains effective and relevant.
Data-Driven Decision Making				Implementation of a continuous improvement cycle that uses data to monitor progress, identify areas for improvement, and make evidence-based adjustments to policies and practices for Black students, families, staff, and community.

Equity Indicators

Category: Support Systems	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Mental Health and Wellness Services				Availability of culturally congruent resources and analysis of utilization rates of mental health and wellness services for Black students and staff.
Professional Development and Training for Staff				Availability and participation rates in professional development and training programs focused on equity, cultural competence, and supporting Black learners and evaluation of the impact of these programs on staff practices, attitudes, and the overall school environment, including how well staff are able to support the needs of Black students.
Access to Academic Support Services				Percentage of students from historically marginalized groups accessing academic support services (e.g., tutoring, mentoring, counseling) and evaluation of the effectiveness of these services in improving academic and psychological outcomes for Black students.

Transformative Indicators

Category: Support Systems	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Holistic and Integrated Support Services				Development and implementation of comprehensive support systems that integrate academic, mental health, social-emotional, and family support services.
Data-Driven Support Systems				Use of comprehensive, disaggregated data to identify the specific needs of Black student groups and to tailor support systems accordingly. This includes tracking Black student well-being indicators.
Adaptable Support Systems				Regular analysis and public reporting of psychological safety data for Black students to assess the effectiveness of support systems and to make informed adjustments that ensure continuous improvement and responsiveness to their unique needs.

Equity Indicators

Category: Physical Environment	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Representation and Inclusivity in School Environment				Representation in the school environment through visual representation, such as diverse curriculum materials, posters, and artwork, that reflect the diversity of Black students and communities.
Safety and Security Measures				Evaluation of safety incidents and measures, disaggregated by race and ethnicity, to identify and address any disparities in safety experiences among Black students and communities.
Accessibility and Community Engagement				Engagement with Black families and communities in the planning and development of school facilities and grounds, ensuring that their needs and preferences are considered in the design and maintenance of school environments with consideration of unique needs like transportation.

Transformative Indicators

Category: Physical Environment	Baseline (Year 1)	Target (Year 2)	Actual (Year 2)	Analysis/Notes
Culturally Responsive and Inclusive Environments				Regular assessment and adjustment of school environments to ensure they are welcoming, inclusive, and supportive of Black students' cultural identities and sense of belonging.
Accessibility and Community Engagement				Implementation of sustainability initiatives that address environmental hazards and promote environmental justice for Black communities, such as green infrastructure and energy-efficient buildings.
Community-Driven Facilities Equity Audits				Conducting equity audits of school facilities in collaboration with Black families, community organizations, and local leaders to assess the representation of Black culture, the condition, and accessibility of facilities.

Perception of Belonging				<p>Regular administration of comprehensive surveys to assess Black students' and staff's perceptions of belonging, inclusivity, and school climate. These surveys should include questions about whether individuals feel valued, respected, and included within the school community and analysis of survey results to identify and address any disparities in the perception of belonging. Follow-up actions should be taken based on survey findings to improve the sense of belonging for all Black members of the school community.</p>	Strategic change				<p>Use of audit findings, partnerships, and Black voices to develop targeted action plans and allocate resources to address disparities and improve physical environments for Black students and communities.</p>
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