

STRATEGIC OBJECTIVE <i>Educator Growth and Innovation & Equity and Culture</i>		STRATEGIC PRIORITY (A1 & D2)		Antiracism, Inclusion, Diversity, & Equity		AIDE	
Vision/Big Idea	Goal(s), assumptions, and/or PoP	Outcomes	Outputs, Products	Measures	Who is lead	Who is support	Status
<p>Ensure a positive, inclusive educational experience for all students on both campuses. This includes assisting faculty and staff to be culturally competent and aware of their own privileges and biases. When all staff deeply internalize and practice a continual cycle of feedback and growth and they contribute and drive a culture of trust, openness, reflection, and collaboration, our impact on</p>	<p>In order to achieve our vision/big idea we need to build a foundation of awareness at three levels: self, other, and organization. Professional learning will be focused mostly on the levels of self and other, while focus groups and the equity audit help us to understand our organization. Ultimately, we will use stakeholder engagement throughout the year to enable the building of a multi-year strategic plan.</p>	<p>An AIDE Advisory group is established so that a diverse set of stakeholders provides input and guidance to the district leadership team on steps to be taken to achieve our goal of becoming an antiracist district.</p> <p>A multi-year strategic plan is developed based on the district equity audit and feedback from affinity-based focus groups.</p> <p>Faculty and staff have common language and understanding of foundational issues related to racism as a result of district-wide professional development.</p> <p>Faculty engage with one another, students, and families around exploring identity and issues of race and racism.</p>	<p>Q1: Sept-Nov</p> <ul style="list-style-type: none"> Series of professional learning opportunities throughout 11-day on-ramp to the school year Focus Collaborative Practice goals around AIDE Four PD afternoons and/or days (11/2 and 11/3) focused on AIDE Majority of focus groups conducted Survey with focus group questions open to all stakeholders 	<ul style="list-style-type: none"> Faculty feedback via survey on professional learning Feedback from newly registered Boston-resident families 	Becky, Jess, and Marika	Admin Council, AIDE Advisory Group, Affinity Group Leaders, External Partners in Evolve and NCBI, METCO HQ	
			<p>Q2: Dec-Feb</p> <ul style="list-style-type: none"> Focus groups complete Survey for all stakeholders with focus group questions close Gather findings from focus groups and survey AIDE Advisory Group formed Begin affinity groups for faculty/staff and students Four PD afternoons focused on AIDE Exposure workshop for Equity Advisory Begin Equity Audit 	<ul style="list-style-type: none"> Participation rates from focus groups, survey, and advisory group Faculty feedback via survey on professional learning Advisory Group demonstrates preparedness to lead future trainings Evidence of increased adult conversation and commitment to AIDE Evidence of increased classroom practices related to AIDE 			

students multiplies.			<p>Q3: Mar-May</p> <ul style="list-style-type: none"> • Three PD afternoons focused on AIDE, explicitly connecting AIDE and Deeper Learning • Leadership training for Equity Advisory • Complete equity audit • Report with multi-year strategic plan presented to SC by end of May/beginning of June 	<ul style="list-style-type: none"> • Evidence of increased adult conversation and commitment to AIDE • Evidence of increased classroom practices related to AIDE • Faculty feedback via survey on professional learning • Multi-year strategic plan 			
			<p>Q4: Jun-Aug</p> <ul style="list-style-type: none"> • Summer PD and other planning work that stems from final report 				