



# Access & Equity Timeline

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## Action Plan

# **Access & Equity**

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# ACCESS & EQUITY POLICY

## South Orange & Maplewood School District//Access & Equity Policy

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY  
PUPILS

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ACCESS AND EQUITY  
5755.1 Access and Equity

All elementary, middle school, and high school parents/guardians and children in the South Orange-Maplewood School District shall have access to, and the ability to choose between current and future educational programs in all academic subjects, and at all academic levels. In furtherance of this Policy, all students shall be provided with age-appropriate academic supports for access to advanced-level courses, which may include, by way of example only, readiness programs and courses, in-school and after-school tutoring, sessions, and summer institutes. The District shall also engage in a Kindergarten through 12th grade curricular alignment, ensuring that all students develop the knowledge and skills fundamental to successful performance in Advanced Placement and advanced level courses by providing the highest levels of academic rigor in Kindergarten, Elementary, Middle and High School courses. While this Policy does not guarantee success for student achievement, it nevertheless greatly empowers students, as it is informed by mutual accountability for educational success amongst students, parents and guardians, and the South Orange and Maplewood School District. The Superintendent is directed to establish regulations and to set budgetary guidelines to make this policy effective.

## ESSENTIAL QUESTIONS / LEVERS FOR IMPLEMENTATION

- ❖ *How will we ensure that enrollment in advanced academic courses reflect the demographic profile of the District/schools?*
- ❖ *What will support look like for students that challenge themselves in courses that are rigorous?*
- ❖ *What will success look like? & How will we measure it?*
- ❖ *What will we need to support staff to realize goals?*

# A & E ACTION PLAN

**Essential Question 1: How will we ensure that enrollment in advanced academic courses reflects the demographic profile of the district/school?**

Strategies		
1.1 SOMSD will Inform parents of level choices in different content areas in a clear, coherent manner	Measurement	Anticipated Target Date
<p><b>Develop Outreach / Equity &amp; Access events timetable</b></p>	<p>SOMSD - Secondary School Access &amp; Equity Events Schedule, Parent letters, Invitations and online resources for families</p> <ul style="list-style-type: none"> <li>○ HS Projected Placement Letters (9-11)</li> <li>○ Create HS At A Glance Documents to communicate course expectations 9-12</li> <li>○ AP forums (admin and student)</li> <li>○ MAC Scholar / A&amp;E Symposiums</li> <li>○ HS Selection Process /Exercising Choice</li> <li>○ HS Summer School enrichment &amp; supports</li> <li>○ Establish informational workshops for parents about Honors &amp; A. P courses - multiple times a year in different community locations</li> <li>○ Create online manuals/handbooks that delineate how to access higher level courses and outline transition from MS-HS</li> </ul>	<p>Nov 2016</p> <p>Nov 2016</p> <p>Feb 2017</p> <p>Feb 2017</p> <p>Feb 2017</p> <p>May 2017</p> <p>Feb 2017</p> <p>Nov 2017</p>

<b>1.2 SOMSD will develop/revise protocols to include multiple measures to recommend placement opportunities</b>	<b>Measurement</b>	<b>Anticipated Target Date</b>
<ul style="list-style-type: none"> <li>Revise Academic Placement Policy (R23.14)</li> <li>Develop objective process for placement recommendations</li> </ul>	Adoption of Academic Placement Policy (R23.14)  Develop objective process for placement recommendations <ul style="list-style-type: none"> <li>Parent input/consultation</li> <li>AP Potential Report</li> <li>Student profile –grades, assessments, including strengths &amp; weaknesses</li> </ul>	Oct 2016  Jan 2017

**EQ 2: What will support look like for students that challenge themselves in courses that are rigorous?**

<b>2.1 SOMSD will provide support for students that challenge themselves in advanced level courses</b>	<b>Measurement</b>	<b>Anticipated Target Date</b>
<ul style="list-style-type: none"> <li>Schools to serve as academic centers for support of A&amp;E goals</li> <li>Pilot Columbia Alternative Program (CAP) to support students in need of alternative settings</li> </ul>	Develop Student Support Guide for students & families K-12  Schools to serve as academic centers for support of A&E goals <ul style="list-style-type: none"> <li>Expanding F.A.S.T. (faculty academic support team)</li> <li>Summer &amp; After School Enrichment Programs</li> <li>Review &amp; revise High School/GPA weighting scale to reflect rigorous 9-12 curriculum</li> <li>Create Alternative Program at HS to support students in need of alternative settings while fostering goals of A&amp;E policy</li> <li>Develop Master Schedule to support intervention centers in various content areas</li> <li>Identified protocol for intervention</li> <li>Develop Student Support Guide for students &amp; families K-12</li> </ul>	May 2017  July 2016  July 2017  Sept 2017  Sept 2017  Sept 2017  Sept 2017 Dec 2017

# A & E ACTION PLAN

## EQ 3: What will we need to support staff to realize Access & Equity goals?

3.1 SOMSD will provide support for teachers and promote collaboration among principals and teachers	Measurement	Anticipated Target Date
<ul style="list-style-type: none"> <li>Teacher schedule to support common planning time for staff to lever opportunities for Professional Development</li> <li>Identify our professional capacity to support academic placement goals</li> </ul>	Developing PD Plan for Elementary, Middle and High School to address instructional practices that will support all students at all levels	May 2017
	Develop school schedules K-5, 6-8 & 9-10 that allow for common planning time for grade level and/or content level teams	May 2017- 2018
	Certifying more teachers in AP and accelerated courses to allow for greater scheduling flexibility in order to meet anticipated increases in demand	Jul 2017 - 2019
	Establishing/Utilizing School Wide Data Teams at all Schools to focus student engagement strategies	Jun2017
	Culturally Responsive PD for all staff members Redesigned Curriculum to provide program of studies that is culturally responsive, rigorous and supportive to foster College & Career Readiness for all students K-12:	Jun 2016 –2018 Nov 2016 –2017
	Science (NGSS) 6-12	Aug 2016
	English Language Arts K-5 Mathematics K-5, 6-8	Nov 2016

Social Studies 6-12

Science (NGSS) K-5  
Social Studies K-5 & 6-12

English Language Arts 6-8 & 9-12  
Mathematics 9-12

Aug 2017

Nov 2017



# A & E ACTION PLAN

## EQ 4: What will (academic placement) success look like & how will we measure it?

<b>4.1 SOMSD will define success, develop tools to measure it and identify benchmark goals to focus adult strategies to support academic placement goals and student achievement.</b>	<b>Measurement</b>	<b>Anticipated Target Date</b>
<ul style="list-style-type: none"> <li>Identify current academic placement data in advanced courses</li> <li>Develop goals and progress monitoring plan to focus adult actions</li> <li>Develop plan to share success with stakeholders</li> </ul>	<p>Office of Civil Rights (OCR) goals and expectations (progress monitor)</p> <p>Establish Guidance Counseling Committee to review American School Counselor Association Standards and A&amp;E Policy to guide revision of G.C. policy #2411</p> <p>Revise 2622 Pupil Assessment policy to the assessment practices consistent with Strategic Action Plan recommendations in all content areas K-12</p> <p>Develop a plan to ensure that participation in academic programs reflect the demographic profile of the District/schools</p> <p>Develop Affirmative Action Team to Review Code of Conduct to reflect district Restorative Justice initiatives</p> <p>Establish a DDT (District Data Team) to monitor implementation of Strategic Plan, Curriculum Development and A&amp;E policy to guide decisions &amp; share successes with stakeholders</p> <p>Provide Data Team Professional Development for administrators and team leaders to:</p>	<p>May 2016 -2019</p> <p>June 2017</p> <p>June 2017</p> <p>Sept 2017</p> <p>Oct 2017</p> <p>Nov 2016</p> <p>June 2017</p>

	<ul style="list-style-type: none"><li>- develop a mechanism to analyze student performance, attendance and discipline data</li><li>- analyze and respond to student performance, attendance &amp; discipline data</li></ul> <p>Establish/utilize SWDT's (School Wide Data Teams) at all schools to effectively use data to guide instructional decisions and share successes with stakeholders</p>	Sept 2017
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