



## Broward County Public Schools School Equity Action Plan

### Overview

*Develop a plan to implement reflective and responsive practices to address cultural and equitable needs that have been identified for the school.*

<b>School:</b> Castle Hill Elementary	<b>School Year:</b> 2019-2020
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<b>Principal:</b> Mrs. Letitia-Ingram Phillips	<b>Cadre Director:</b> Mr. Lozano
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**Innovation Zone:** Boyd Anderson HS Innovation Zone

#### **Equity Mission Statement:**

The mission of Castle Hill Elementary is to foster equity, diversity and inclusion by creating educational opportunities, raising awareness and providing strategies and tools to bring to life the vision of inclusive excellence within our school.

#### **Equity Vision Statement:**

To lead our school in a learning and workplace environment that is representative of our school, accepts and values everyone, appreciates our common humanity, and understands that our multiple differences are the cornerstone of academic preparation, professional excellence, and distinction.

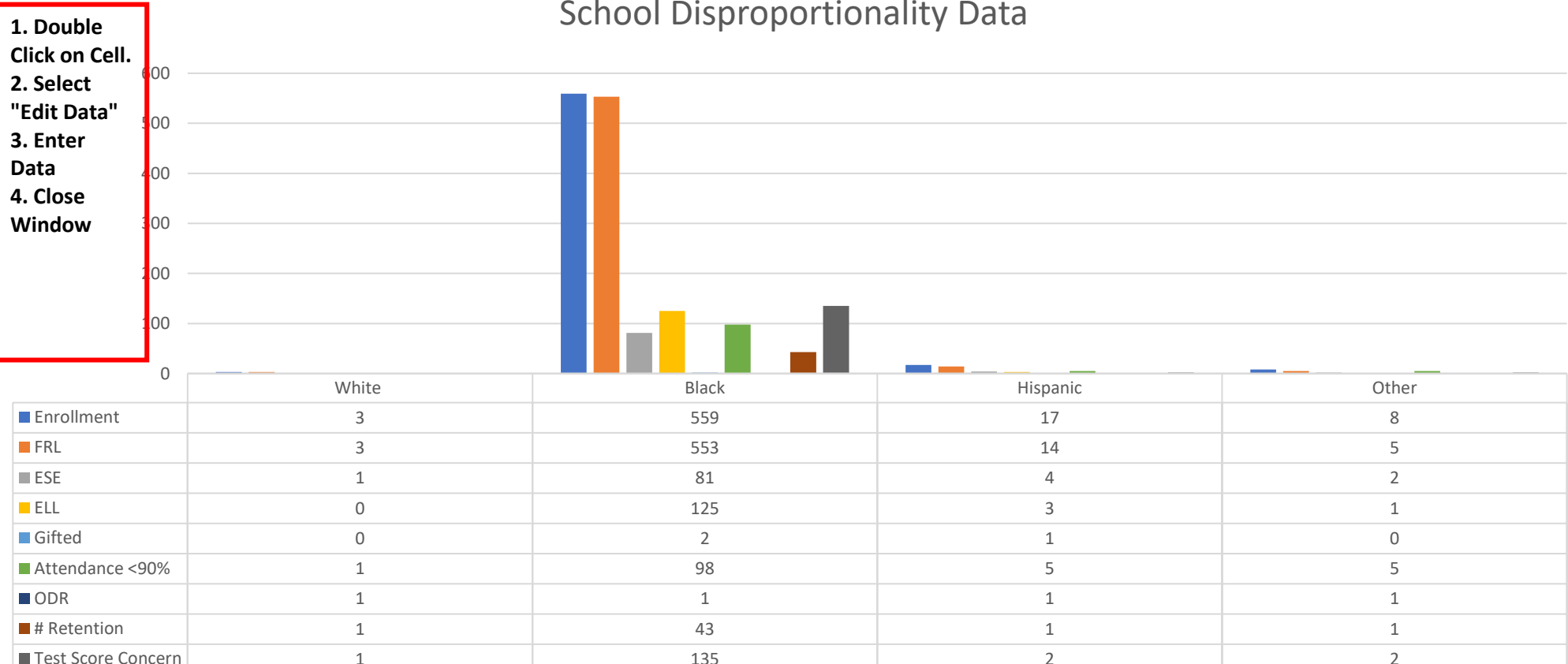
#### **Equity Leadership Team:**

Name: <i>Dr. Melanie N. Fields</i>	Position: <b>Equity Liaison/K-5 ESE Support</b>
Name: <i>Mrs. Letitia Ingram-Phillips</i>	Position: <b>Principal</b>
Name: <i>Dr. Christopher Gentles</i>	Position: <b>Assistant Principal</b>
Name: <i>Dr. Jessika Timmons</i>	Position: <b>Literacy and Curriculum Coach</b>
Name: <b>Brandi Grant</b>	Position: <b>Equity Liaison Backup/5<sup>th</sup> Grade Teacher</b>
Name: <b>Tennell Trotter</b>	Position: <b>Math &amp; Science Curriculum Coach</b>
Name: <b>Annie Francis</b>	Position: <b>Guidance Counselor</b>

# Demographic Data

Student Data		Administration Data		Academic Support Staff Data		Non-Instructional Staff Data	
Total Enrollment	587	Total Enrollment	2	Total Enrollment	40	Total Enrollment	28
% White	3	% White	0	% White	6	% White	1
% Black	559	% Black	2	% Black	34	% Black	26
% Hispanic	17	% Hispanic	0	% Hispanic		% Hispanic	1
% Other	8	% Other	0	% Other	0	% Other	
% Male	337	% Male	1	% Male	2	% Male	5
% Female	313	% Female	1	% Female	38	% Female	23
%FRL	98						
%ELL	125						
%SWD	88						

## School Disproportionality Data



# Equity Action Plan

*Develop action steps to support the cultural strengths of all school stakeholders to improve equitable educational attainment and promote student achievement. Use the following domains in your action step development.*

***Cultural Competency-** How will you build school-wide cultural knowledge to promote respect, sensitivity, and understanding for your school's diverse population?  
**Equity Framework-** How will you develop an infrastructure for equity that will guide and improve your school's commitment to providing equity for all stakeholders?  
**Culturally Responsive Teaching and Learning-** How will you implement a culturally inclusive pedagogy and learning environment?*

Domain	Action Step	Evidence of Implementation
<b>Student Learning and Achievement</b>	<b>Cultural Competency</b> <b>Goal:</b> Castle Hill Elementary will provide all students equitable access to digital learning, innovative learning practices, and extracurricular activities  <b>Tactic:</b> We will instruct and model for students how to use technology. We will allow students the opportunity to join our extracurricular clubs (i.e.). We will allow students to participate in innovative learning activities in and out of school.	*Book Club *Spelling Bee *Mentoring Club *Student Council *21 <sup>st</sup> CCLC *Pep Rallies *Assemblies *i-Ready *Interactive board games
	<b>Equity Framework</b> <b>Goal:</b> Castle Hill Elementary will engage all stakeholders in setting clear and measurable goals for addressing educational equity; collecting and analyzing diversity and student achievement data; continuously review and evaluate strategic methods for ensuring students are career and college ready, and promote continuous professional growth to produce equitable outcomes  <b>Tactic:</b> We will meet with teachers and review data. We will provide in-house professional development based on the needs addressed. We will acknowledge teachers and students for making gains and for effort.	*Data chats *PLCs *Academic camps *Intervention reading groups *Incentives for teachers *Incentives for students
	<b>Culturally Responsive Teaching and Learning</b> <b>Goal:</b> Castle Hill Elementary will incorporate culturally responsive practices to enhance student learning, support instruction, and evaluate methods of assessing knowledge <b>Tactic:</b>	*In-house professional development *Teacher mentoring *Morning announcements *Lessons presented via Recordex or Mimeo

		*Field trips (In-house and out)
<b>Cultural Awareness Development for All District Stakeholders</b>	<b>Cultural Competency</b> <b>Goal:</b> Castle Hill Elementary will foster and promote a culturally friendly work and learning environment that will embrace diversity and equity for all.  <b>Tactic:</b> We will celebrate the different cultures represented at our school (i.e. Black History Month, Haitian Flag, Day, Carnival) and learn about other cultures (Holocaust, Hispanic Heritage, Women's Month). Celebrations may include (cultural hallway displays, pictures and artifacts posted throughout the school, cultural facts and displays during morning announcements, class projects, etc.) We will identify new students (new to the school and those from another country) and pair them with other students who will help them have a successful and positive school year. We will identify new teachers and also veteran teachers who need assistance by allowing them to post questions and concerns in the Help box. We will have a box for parents and students to post comments and suggestions so we could better our school.	*Surveys/reflections from students, parents, and teachers  *Pictures and artifacts  *Morning announcements  *School newsletter  *Staff newsletter
	<b>Equity Framework</b> <b>Goal:</b> Castle Hill Elementary will support an inclusive curriculum and environment that will allow all stakeholders and students to develop a sense of identify while encouraging them to recognize and embrace the cultural similarities and differences of others.  <b>Tactic:</b> We will recognize various cultures during various months that represent the culture of our school as well as other cultures to teach and inspire our youth. We will provide diverse books for students to select to read in class. We will acknowledge various cultures during our family engagement nights.	*Family Involvement Nights  *Diverse books in classrooms  *Assemblies that promote cultural awareness  *Representation of cultures during various months
	<b>Culturally Responsive Teaching and Learning</b> <b>Goal:</b> Castle Hill Elementary will utilize culturally responsive strategies to meet the cultural diverse needs for all students.  <b>Tactic:</b> We will differentiate instruction for students based on the needs in each classroom.	*Culturally Responsive Teaching (CRT) and Learning strategies indicated in lesson plans  *Buddy program for new students
	<b>Cultural Competency</b> <b>Goal:</b> Castle Hill Elementary will review school discipline policy and data and RtI data to ensure equitable and positive discipline practices.	*Data chat agenda/minutes  *Behavioral/disciplinary data retrieved from BASIS
<b>Equity in Behavioral and Disciplinary Practices</b>		

**Tactic:** The administration and leadership team will examine the discipline data and RtI data from the previous school year and will discuss methods for improving equity in disciplinary actions and consequences. We will meet with faculty and staff during faculty meetings and data chats quarterly.

\*Supplemental Action Plan

**Equity Framework**

**Goal:** Castle Hill Elementary will foster a positive work and learning environment to improve the climate and culture within the school setting.

\*Surveys/reflections from students, parents, and teachers

\*Pictures and artifacts

**Tactic:** We will celebrate the different cultures represented at our school (i.e. Black History Month, Haitian Flag, Day, Carnival) and learn about other cultures (Holocaust, Hispanic Heritage, Women's Month). Celebrations may include (cultural hallway displays, pictures and artifacts posted throughout the school, cultural facts and displays during morning announcements, class projects, etc.) We will identify new students (new to the school and those from another country) and pair them with other students who will help them have a successful and positive school year. We will identify new teachers and also veteran teachers who need assistance by allowing them to post questions and concerns in the Help box. We will have a box for parents and students to post comments and suggestions so we could better our school.

\*Morning announcements

\*School newsletter

\*Staff newsletter

**Culturally Responsive Teaching and Learning**

**Goal:** Castle Hill Elementary School will utilize culturally responsive strategies to promote a culturally friendly work and learning environment, differentiating instruction as needed and by embracing diversity and racial and gender equity

\*PLC agenda

\*Classroom observations

**Tactic:** Teachers will share CRT strategies in PLCs. In-house professional development will be provided based on the needs of our school to make sure teachers and staff are aware. Teachers will include CRT strategies in lesson plans. Equity team will collaborate with other stakeholders to produce school-wide events that will focus on culture and diversity to promote self pride and empathy for all

\*Culturally Responsive Teaching (CRT) and Learning strategies indicated in lesson plans

\*School-wide events