2012-2017
ACSA
Equity and Diversity S.M.A.R.T. Goals/Action Plan

Authored by: Equity, Achievement, and Diversity for Success Committee (EADS)

In efforts to support ACSA's beliefs around equity and achievement, SMART goals and action steps have been created around the focus areas illustrated in the EADS Position Paper. These goals and action steps support the implementation of ACSA's Strategic Plan.
(SMART: S=Specific, M=Measurable, A=Achievable, R=Realistic, T=Time oriented)

FOCUS AREA	STRATEGIC PLAN CONNECTION	DATA	SMART GOALS	ACTION STEPS	PERSON(S) RESPONSIBLE	DATE
Membership: Recruitment, Hiring, and Coaching/ Mentoring	I II IX VI	Annual ethnicity report of regular membership Employment/student demographic data by *county* Region reports/budgets **Charter reports** **Surveys** Meeting Minutes **Mentorship report/list** **Networking event flyers/agendas** **MRT Recruitment data** **ACSA event attendee lists**	• By **May** of each year, membership of underrepresented ethnic groups will increase by the following: Hispanic/Latino and African American (combined)= 5% • By **Sept.** of each year, *administrative* employment and student demographics by county will reflect a closer correlation in relation to hiring and recruiting efforts **as a result of strategic/intentional recruitment/retention efforts by ACSA members.** • **By June 2016, each ACSA member will have recruited, hired, and/or coached at least 1 (but not limited to) new ACSA member.** • **By May of each year, each region will sponsor 2 Mentees Hispanic/Latino and African American) through the ACSA mentorship program** • **By June 30, 2014, each region will have sponsored 1 networking event with an emphasis on African American and Latino members/non-members.** • **By June 30, 2014, implement the Ambassador Program** • **By June 30, 2014, promote "ACSA 101" in all regions** • **By June 30, 2014, administer new member/exit survey** • **By January 2015, obtain a sponsor(s) to support all equity and diversity work to enhance member benefits.**	• Annual ethnicity report will be gathered and analyzed to determine if membership reflects **historically underserved** ethnic groups, specifically African American and Hispanic members.. *This info will be shared and* **discussed** *at region meetings.* • Annual report on employment and student demographics by region/county will be gathered and analyzed to assess reflect hiring and recruiting efforts. *This info. will be shared* **and** *discussed at region meetings.* • **Each ACSA member will actively and strategically recruit, hire, and/or coach at least 1 (but not limited to) new ACSA member as evident in region report.** • **Each region will implement the ambassador program through strategic outreach methods.** • **Each region will build a close connection with credential and master's programs, colleges, and institutions to support "student charter" growth.** • **ACSA member services Staff will administer a membership survey to gather info. From new members to gauge satisfaction levels.** • **ACSA staff/members will obtain Sponsorships to support member benefits** related to equity/diversity. **(i.e. diversity retreat, professional development, equity toolkit, networking events and other member services not currently funded)**	<mark>**EADS REGION REPS: 1-3 (Leo, Micheline, Edgar)**</mark> All Members All EADS committee members All committees/councils *Each charter* *Each region* Kim Hendricks-EADS Chair Nicole Anderson-Diversity and Equal Access Executive Sal Villasenor-Legislative Advocate Margie Cuizon-Member Services Director Tatia Davenport-Partners for Purpose	Annually in May Annually in Sept June 2016 Annually in May **June 2014** **June 2014** **June 2014** **June 2014**
Best Practices	II IV VII IX	EADS, region, district minutes *Equity Toolkit* *Leadership Magazine*	• **Conduct research around best practices around educational equity on an ongoing basis.** • **By December 2014 and beyond, facilitate equity focus groups to gain input from members and partners around best practices that address educational equity.** • By June 2015, at least one best practice around instructional equity will be endorsed by the committee/ACSA (i.e. culturally proficient leadership) • **By October 2015, the equity toolkit will be released to ACSA members (hard copy and on ACSA App)** • **By December 2014 and each month thereafter, a best practice around equity will be highlighted and shared in the "Equity Corner" of the Ed Cal Newsletter** • **By August 12, 2014, EADS Committee will assist with publishing articles for the Leadership Magazine- Nov/Dec Issue (Educational Equity)**	• **Utilize research around best practices in order to include the in equity toolkit.** • **Utilize equity focus groups to conduct research around best practices to include in the equity toolkit.** • **Create a link on ACSA/EADS website for sharing best practices that have yielded results in closing the achievement gap.** • **Create partnerships** *(i.e. sponsorships for Leadership Summit Strands/Luncheons, and professional development)* • *EADS committee members will work directly with ACSA Staff to obtain authors for the Leadership Magazine to be published in Nov. 2014* • *ACSA staff/members will conduct site/district visits to identify and celebrate best practices by members sponsored by respective regions.* • *Hire consultant to assist with equity toolkit product*	<mark>**EADS REGION REPS: 14-17 (Cheryl, Jennifer, Marco, Yadira)**</mark> Kim Hendricks-EADS Chair Nicole Anderson- *Diversity and Equal Access Executive* Janis Rawlins-Member Services Executive Assistant Sal Villasenor-Legislative Advocate Tatia Davenport-Partners 4 Purpose Members (authors) Communications Dept. Ed Services Dept. Member Services Dept. Regions	*Ongoing* Dec 2014 June 2015 Oct. 2015 Monthly Aug 2014

Last updated/reviewed: January 9, 2015 na (updates are highlighted in bold)

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Communication	I IV VI VII	EADS, region, district minutes. Emails, , ED CAL *Equity and Diversity Update* *ACSA TV, website, blog, and app.* *Equity power-point*	• By February 2012 and at each subsequent meeting, EADS talking points will be created **in the form of the "Equity and Diversity Update"** to provide a common form of communication to regions and members to include information around the focus areas illustrated in the position paper. • **Each quarter, an Equity and Diversity Update will be shared with all regions and members** • **By Sept. 2014 and beyond, facilitate "Advocacy for Equity" presentations at region and charter meetings in order to** • **ACSA will utilize all communication resources to inform members of equity and diversity information and resources.** • **ACSA Staff/EADS committee will provide update on equity and diversity work at board meetings/delegate assembly.** • **Executive Director will provide monthly report to ACSA board to include equity/diversity update**	• At each region meeting, agenda items will reflect time for each committee member will share EADS talking points. • At each EADS meeting, agenda items will include time for each region representative to share a region report based on SMART Goal focus areas. • **Committee will utilize technology and other communication methods (i.e. Equity/Diversity Update, ACSA App, ACSA blog, ACSA TV, ACSA Community, EdCal Newsletter, Leadership Magazine, etc.) to communicate/highlight best practices and promote courageous conversations around equity issues** • **An "equity" powerpoint presentation will be created to be utilized by EADS members and ACSA staff to share with members.** • Meeting minutes will be posted on the ACSA region websites • **ACSA Staff/members will advocate for members at school board meetings and other public events to ensure equitable representation of leaders in public education.**	**EADS REGION REPS: 4-5 (Tara, Paula)** Nicole Anderson- *Diversity and Equal Access Executive* Kim Hendricks-EADS Chair Sal Villasenor-Legislative Advocate *Each region* *Region Consultants* *All committee/council members* *Communications Department* *Ed Services Department* *Members Retiree charters* *Wes Smith-Executive Director*	Nov. 2014 Dec. 2014 Sept. 2014 Ongoing Feb. 2015 Ongoing
Professional Learning and Leadership	I II V VII VIII IX	Leadership Summit program schedule EADS Meeting agenda/minutes Ed Services website (professional development) Diversity retreat agenda/summary Partner 4 Purpose data Ed Services PD schedule Equity Toolkit Summit schedule ACSA Staff PD agenda/schedule	• At each Leadership Summit, EADS committee will sponsor the Equity Strand and Luncheons. • At each EADS meeting, professional development sessions **that address educational equity** will be held to provide committee members with tangible information to share with regions and enhance leadership capacity for members. • **By August 2015, An Equity and Diversity Academy will be offered for members.** • **By January 2015, a mentorship program will be implemented with a focus on supporting AA/HI leaders (new to leadership, new to a position, superintendent support of leaders)** • **By November 2014, a diversity retreat will be hosted by the EADS Committee to provide professional development and self renewal strategies for leaders focused on educational equity.** • **By March 2015, professional development around equity and diversity will be provided for ACSA Staff in order to build capacity of the organization.** • **By March 2015, EADS will host an Equity Summit.** • **By May 2015, EADs will host an Educational Technology Summit.**	• At each Leadership Summit, EADS will propose to the Leadership Summit planning committee to sponsor the **Equity Strand and Luncheons** around the focus areas illustrated in the position paper and based on current professional development needs. • **ACSA Staff/EADS committee members will collaborate with Ed Services to implement Equity and Diversity Academy.** • **Increase the group of partners/consultants who can facilitate and support the equity work for ACSA members as well as within the internal organization. (i.e. Dr. Edwin Javius, Dr. Ken Magdelena, Suwinder Cooper, Aliah Majon, Certification Partners, National Equity Project, Connect Ed, Joe Feldman, Partners in School Innovation, etc.)** • **Collaborate with members/partners to plan diversity retreat** • **Collaborate with members and partners to plan equity and ed tech summits.** • **Hire African American/Latino mentors**	**EADS REGION REPS: 12-13 (Fermin, Marcia)** Kim Hendricks-EADS Chair Nicole Anderson- *Diversity and Equal Access Executive* Margie Cuizon-Member Services Director Planning Committee Members Partners/Sponsors Educational Services Dept.	Dec. 2014 Ongoing Aug. 2015 Jan. 2015 Nov. 2014 March 2015 March 2015 May 2015

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Standards based Curriculum and Assessment	I II IV	Student achievement data Region meeting/agenda minutes EADS/UE Committee meeting minutes	• At each region meeting, relevant student achievement data will be analyzed in order to monitor EADS focus areas. • 1 time per year, the EADS Committee will collaborate with the Urban Education committee to analyze student progress, discuss equity issues, and plan next steps to support student achievement.	• Obtain disaggregated student achievement data to include STAR/Smarter Balance, CAHSEE, and CELDT assessments. Analysis will focus on progress of (LCAP) African American, Hispanic, and English Learner students, homeless/foster youth. • EADS and UE Committees will collaborate	**EADS REGION REPS: 10-11 (Delia, Frank)** Kim Hendricks-EADS Chair Nicole Anderson-Diversity and Equal Access Executive Susan Helms-Urban Ed Coucil Liaison Urban Ed Committee	Feb. 2015 May 2015
Community Engagement and Relationships	I II IV	Region reports *Student achievement, behavior, attendance data* *LCAP samples*	At each EADS meeting, each region representative will report out on current practices within the region around the development of strong community partnerships and strategies around building positive relationships with students and the school community. (i.e. LCAP updates)	**At each region meeting, EADS representatives will share out utilizing the equity and diversity update to inform in regards to the work being done around the state in the area of development of strong community partnerships and building positive relationships with students and the school community.**	**EADS REGION REPS: 18-19 (Felicia, Pamela)** Regions EADS Committee	Ongoing
Resources and Support Structures	I II IV	Region reports Student achievement, behavior, attendance data LCAP samples	At each EADS meeting, each region representative will report out on current practices within the region around resources and support structures that are equitably allocated and are positively impacting student achievement. (i.e. LCAP updates)	**At each region meeting, EADS representatives will share out utilizing the equity and diversity update to inform in regards to the work being done around the state in the area of resources and support structures.**	**EADS REGION REPS: 6-7 (Tess, vacant)** Regions EADS Committee	Ongoing
ACSA's Equity Project	I - IX	**EADS Meeting Minutes ACSA Board meeting agenda/minutes Delegate Assembly agenda/minutes Legislative policy Equity toolkit**	• **By February 2015, the ACSA Board will give approval to update the strategic plan to include strategy 10 which specifically focuses on equity and diversity** • **By May 2015, strategy 10 and the Diversity and Equity SMART Goals/Action Plan will be reviewed in the delegate assembly leadership training sessions.** • **The EADS Committee will review legislative policy, research, and data to support creation of equity toolkit.** • **By May 2016, ACSA will collaborate with state policy makers to author an SB/AB to mandate cultural proficiency for all educators with a credential.**	• **The EADS committee will propose strategy 10 inclusion in strategic plan to ACSA Board** • **The EADS committee will serve assist with monitoring the strategic plan action steps as outlined in the Equity and Diversity SMART goal/action plan template** • **ACSA Staff/EADS Committee Chair will facilitate leadership training session at Delegate Assembly.**	**EADS REGION REPS: 8-9 (George, Russell)** Nicole Anderson-ACSA Diversity and Equal Access Executive Kim Hendricks-EADS Chair Sal Villasenor-Legislative Advocate	Feb 2015 May 2015

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