













Major Equity Strategies to Follow the Purple Brick Road to Equity and Social Justice	
	1. Collecting, analyzing and using disaggregated participation, assessment and post-school outcome data to make educational decisions, establish school improvement goals and provide for accountability <i>Enrollment Trends in Classes and Programs; Trends and Patterns of School District Support of Athletic, Extracurricular, and Recreational Activities; Trends and Patterns in Awarding Scholarships and Other Forms of Recognition; Trends and Patterns of Disciplinary Actions and Handling of Pupil Harassment</i>
	2. Analyzing the intersections of multiple diversity and equity concerns, e.g. gender, race, culture, disability, class, and sexual orientation that collide to influence teaching and learning, and that can be a resource to educators in their quest to close educational achievement gaps.
	3. Involving family, community, and citizens, representative of all the diversity in the community, thereby affirming the growing pluralism that exists and providing diverse partners for educators and students.
	4. Developing and delivering equitable and inclusive curriculum, extracurricular activities and student services. Addressing Stereotype Threat, Attribution of Success and Failure, Cultural Competence and Social Justice. <i>Assessment that is varied, valid and reliable to give each student the opportunity to demonstrate learning; specialized programs or support for sub groups of students, e.g. students with disabilities, English Language learners, students at risk of dropping out of school, individuals preparing for nontraditional careers; etc.</i>
	5. Practicing active, equitable, and inclusive instruction, including de-tracking, de-grouping, reducing differential expectations or treatment, reinforcing the voices and learning styles of all students.
	6. Ensuring equitable classroom and school environments in which every student sees their culture, history, experience, and hopes authentically and positively portrayed.
	7. Providing meaningful professional development opportunities for educators and employers to build capacity for addressing cultural competence, equity and diversity, and global education (awareness level to advanced skill building).
	8. Improving leadership and administrative practice that enhances cultural competence, equity and diversity, and global education. <i>Administrative Policies and Procedures, Site Location and Student Eligibility, Access or Admissions, and Equitable Treatment, Anti-harassment and bullying, Employment Practices, Accessibility and Facilities,</i>
	9. Delivering equitable and culturally responsive school counseling and student support services that develop and enhance skills for diversity, democratic citizenship, 21st century and career development and management skills. <i>Student Advising and Course Selection Procedures (Recruitment); Financial Assistance; Counseling, Awards and Recognition programs; Counseling Curriculum that Addresses Equity, Inclusiveness, Diversity, and Cultural Competence; Culturally Competent Conferencing, Assessment and Career Development.</i>
	10. Restructuring school and community organizations to achieve greater educational equity and giving voice to multiple perspectives by changing the roles, rules, and relationships that influence how people work, learn and interact.
	11. Creating collaborations between schools, employers, and communities to sustain career clusters and pathways, dual enrollment and other programs through which opportunities for postsecondary learning, employability, and career success are visible and inclusive of all. <i>Career and Technical Education, Career Clusters, Pathways, and Programs of Study; CTSO Activities; Employability and Leadership Skills Certificates; Career Development; Work-based Learning; and Special Population Programs and Services.</i>
	12. Promoting equity and nurturing diversity through public information, marketing, college and career readiness initiatives and school organizations and activities.