|  |  |  |
| --- | --- | --- |
| Overview | | |
| *Develop a plan to implement reflective and responsive practices to address cultural and equitable needs that have been identified for the school.* | | |
| School: Heron Heights Elementary | | **School Year:2018/2019** |
| Principal: Mr. Ken King | **Cadre Director: Ms. S. Hollingsworth** | |
| Innovation Zone:  Marjory Stoneman Douglas Zone | | |
| Equity Mission Statement:  In an ever-changing society, it is necessary for Heron Heights faculty and staff to prepare our students to live and learn in an ever evolving world. The Equity Leadership committee strives to provide a positive learning and work environment for all students and employees by developing, implementing, and monitoring policies and procedures that enhance cultural diversity in our school. | | |
| Equity Vision Statement:  At Heron Heights Elementary our equity vision statement is that children of diverse race, culture and ability are afforded equitable opportunities in our school community. | | |
| Equity Leadership Team: | | |
| Name:  Mr. Ken King | Position  Principal | |
| Name:  Ms. Shakira Celestin | Position  School Counselor/Equity Liaison | |
| Name:  Ms. Lori Turner | Position  Assistant Principal | |
| Name:  Ms. Jennifer Glancy | Position  Assistant Principal | |
|  |  | |

**Demographic Data**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Student Data | |  | Administration Data | |  | Academic Support Staff Data | |  | Non-Instructional Staff Data | |
| Total Enrollment | 1109 | **Total Enrollment** |  | **Total Enrollment** |  | **Total Enrollment** |  |
| % White | 60 | **% White** | 33.3 | **% White** | 50 | **% White** |  |
| % Black | 4 | **% Black** | 66.7 | **% Black** | 25 | **% Black** |  |
| % Hispanic | 22 | **% Hispanic** | 0 | **% Hispanic** | 25 | **% Hispanic** |  |
| % Other | 15 | **% Other** | 0 | **% Other** | 0 | **% Other** |  |
| % Male |  | **% Male** | 33.3 | **% Male** | 0 | **% Male** |  |
| % Female |  | **% Female** | 66.7 | **% Female** | 100 | **% Female** |  |
| %FRL | 12 |  |  |  |  |  |  |
| %ELL | >1 |  |  |  |  |  |  |
| %SWD | 26 |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

SCHOOL DIVERSITY 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** |
| Student Learning and Achievement | **Cultural Competency**  **Goal: At Heron Heights Elementary, we will build school-wide cultural knowledge to promote respect, sensitivity and understanding for our school’s diverse population.**  **Tactic: We will build school wide equity knowledge by participating in school wide activities that expose our students to different countries and cultures.** | **Our students will participate in a multicultural arts fair celebrating the different cultures that make up our school community.** |
| **Equity Framework**  **Goal: At Heron Heights Elementary, we will develop an infrastructure for equity that will guide and improve our commitment to equity for all stakeholders.**  **Tactic: We will develop an infrastructure that will guide us by providing our teachers with the necessary resources to teach our students the** | **The evidence of implementation will be the lessons and activity guides posted in the Heron Heights Elementary Sharepoint that is available to all school staff.** |
| **Culturally Responsive Teaching and Learning**  **Goal: Our goal at Heron Heights Elementary is to implement a culturally inclusive pedagogy and learning environment.**  **Tactic: At Heron Heights Elementary we will implement a culturally inclusive pedagogy and learning environment by observing the Broward County Schools Heritage Awareness Month activities.** | **Our school’s evidence of implementation will be by the student work that will be evident throughout our school.** |
| Cultural Awareness Development for All District Stakeholders | **Cultural Competency**  **Goal:**  **Tactic:** |  |
| **Equity Framework**  **Goal:**  **Tactic:** |  |
| **Culturally Responsive Teaching and Learning**  **Goal:**  **Tactic:** |  |
| Equity in Behavioral and Disciplinary Practices | **Cultural Competency**  **Goal:**  **Tactic:** |  |
| **Equity Framework**  **Goal:**  **Tactic:** |  |
| **Culturally Responsive Teaching and Learning**  **Goal:**  **Tactic:** |  |