

GOOSE CREEK CISD

# STUDENT ADVOCACY ACTION PLAN



Our Mission:  
**DEVELOPING THE  
WHOLE CHILD**



## SYSTEMIC & SYSTEMATIC FOCUS ON EDUCATIONAL EQUITY (STUDENT ACHIEVEMENT)

**Recommendation #1:** Systematic and mutually reinforcing policy, programs, initiatives and actions, with an aim toward sustaining a shared goal for the Goose Creek Consolidated Independent School District (GCCISD) should be developed. The district is in need of more intentional language and targets to address the districts commitment to diversity, equity and inclusion. Diversity, equity and inclusion priorities should be clear and incorporated in policy.

Strategy	Action Steps	Responsibility (person/committee/unit)	Start Date	Resources	Measurable Outcomes
<b>Strategy #1</b> Professional Learning Communities will focus on cultural responsiveness.	<ul style="list-style-type: none"> <li>Faculty will demonstrate culturally responsive strategies and methodologies</li> </ul>	District Directors; Campus Principals; C&I Administrators; Student Advocacy Committee	Fall, 2022	Instructional Framework; PLC Resources	TBD
<b>Strategy # 2</b> Create a committee to review all policies, procedures and practices related to equity and inclusion (representative of community, students, teachers, staff, parents and leadership)	<ul style="list-style-type: none"> <li>The district will continue to review and adapt the Scope &amp; Sequence to ensure integration of equitable, diverse, and inclusive curriculum.</li> <li>Conduct an internal audit of curricular materials and actively seek out more diverse materials as needed.</li> </ul>	Student Advocacy Committee  Curriculum Writers (C&I)	Spring and Summer, 2022	Strategic Plan	<ul style="list-style-type: none"> <li>Revised Training Plan for Curriculum Writers</li> <li>AED will meet with C&amp;I directors and coordinators to integrate culturally responsive lessons</li> <li>Create an equity focus indicator to highlight opportunities to include culturally responsive instruction</li> </ul>
<b>Strategy #3</b> Develop an Equity Scorecard for Accountability	<ul style="list-style-type: none"> <li>Create an Equity Data Dashboard</li> </ul>	Culture/Climate Committee	Fall, 2022	Strategic Plan/Equity Plan	Completed Scorecard



## CLEAR DISTRICT-WIDE STRATEGY STUDENT ENGAGEMENT & CULTURE OF CARING (SOCIAL EMOTIONAL LEARNING)

**Recommendation #2:** Systematic focus and mutually reinforcing policy, programs, initiatives and actions, with an aim toward achieving the shared goal of eliminating opportunity and achievement gaps.

Strategy	Action Steps	Responsibility (person/committee/unit)	Start Date	Resources	Measurable Outcomes
<p><b>Strategy #1</b> Determine the “state of the student” as it relates to culture, climate, and equity and identify areas to improve.</p>	<ul style="list-style-type: none"> <li>Collect data from site visits, surveys, PBIS, R360, and Academic Performance</li> <li>Form a Student Advisory Council to increase student engagement and promote a culture of caring</li> </ul>	C&I; SEL & Student Wellness; Student Services	Spring, 2022	Data Collection Systems; Site Visit Schedule; Survey Systems	<p>Completion of data collection, site visits, and reviews</p> <p><b>TO DO</b></p> <ul style="list-style-type: none"> <li>Student survey (evidence based climate survey). Precious will organize survey.</li> <li>Survey dates: 3/28-4/1. Grades 3-12. Parents will be notified ahead of time.</li> <li>Principals will be updated at PM.</li> <li>Student Advisory Group: 3 student focus groups to provide feedback and voice 4/11-4/14</li> <li>Groups of 20-30 similar to City of Baytown meeting</li> </ul>
<p><b>Strategy #2</b> Develop a plan to eliminate opportunity and achievement gaps and address disproportionality in suspensions and expulsions for students of color.</p>	<ul style="list-style-type: none"> <li>Continue the emphasis of relationship building strategies, district wide</li> <li>Review suspension data and document campus interventions</li> <li>Integrate behavior supports into the PLC process</li> </ul>	Student Services Campus Administration Student Support Teams Counselors	Spring, 2022	<p>Discipline data Academic/ Demographic data PBIS Interventions</p> <p>Discipline data presented at April meeting</p>	<ul style="list-style-type: none"> <li>Decrease in disproportionality in suspensions/ expulsions for students of color.</li> <li>Improved performance in Domain 3-Closing the Gap</li> </ul>

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Strategy	Action Steps	Responsibility (person/committee/unit)	Start Date	Resources	Measurable Outcomes
<b>Strategy #3</b> Continue to implement evidence-based SEL programs, strategies, and practices	<ul style="list-style-type: none"> <li>Staff and administration engage in high-quality and ongoing SEL professional learning</li> </ul>	SEL & Student Wellness	Fall, 2021	SEL Coaching and Feedback SEL Planning Documents Character Strong Curriculum	SEL Professional Development; Character Strong lessons. Quarterly Review of Lessons; Campus Walkthroughs
<b>Strategy #4</b> Continuation of the district anti-bullying committee, which is a separate committee that is focused on preventing, recognizing, and responding to bullying.	<ul style="list-style-type: none"> <li>Continue annual training for all employees on anti-bullying practices</li> <li>Anti-bullying committee will meet regularly to review data, address concerns, and implement strategies</li> </ul>	Anti-Bullying Committee Student Support Team Counselors Principal	Fall, 2021	Committee guidelines and topics. Student Advisory guidelines	Committee minutes & action items. Committee recommendations



## CONTINUOUS DISTRICT-WIDE PROFESSIONAL DEVELOPMENT (POLICY & PL)

**Recommendation #3:** To create and sustain an equitable learning environment, it is essential that GCCISD educators become culturally adept and possess the ability to communicate and work effectively across cultural lines. Training on diversity, equity, and inclusion for all employees must be strategic and continuous.

Strategy	Action Steps	Responsibility (person/committee/unit)	Start Date	Resources	Measurable Outcomes
<b>Strategy #1</b> Commit to targeted, continuous professional development around equity and culturally-responsive education.	<ul style="list-style-type: none"> <li>Embed professional development into District, Campus Improvement Plans, and Strategic Plan</li> </ul>	District Directors; Campus Principals; C&I Administrators; Student Advocacy Committee	Fall, 2022		<ul style="list-style-type: none"> <li>Identify campus representatives who can serve as TOT for Culturally Relevant Instruction</li> <li>Develop a three module syllabus for PLCs throughout school year</li> <li>Provide training for campus reps (TOT)</li> <li>Meet with principals about embedding DEI into CIP and DIP</li> </ul>
<b>Strategy #2</b> To achieve an inclusive educational community, communicate a clear and convincing message that diversity, equity and inclusion are inseparably linked to the schools and district academic mission, vision and core values.	<ul style="list-style-type: none"> <li>Update the District's core value statements, strategic plans and /or related documents for integration of equity, diversity and inclusivity.</li> </ul>	Student Advocacy Committee  Instructional Leadership Council	Spring, 2022	Strategic Plan	Revise Core Values to include a statement of equity <b>TO DO</b> <ul style="list-style-type: none"> <li>Committee reviews recommended core values</li> <li>Executive Council Approval</li> <li>Board of Trustees Approval</li> <li>ILC Presentation</li> </ul>



## CREATING A DIVERSE WORKFORCE (PERSONNEL & INFRASTRUCTURE)

**Recommendation #4:** Intentional Recruitment of Diverse Staff- Having a diverse community of students, teachers, staff and senior level administrators is one explicit way to demonstrate diversity, equality, and inclusion is a priority at GCCISD.

Strategy	Action Steps	Responsibility (person/committee/unit)	Start Date	Resources	Measurable Outcomes
<b>Strategy #1</b> Enhance Recruitment and Retention of a diverse talent.	<ul style="list-style-type: none"> <li>Continue to use marketing strategies to attract diverse applicants at local and regional career fairs, web presence and advertising.</li> <li>Disaggregate and analyze employment data to close gaps between staff and student demographics.</li> <li>Create an impartial applicant screening process</li> <li>Continue to develop “Grow Your Own” programs across the district</li> </ul>	Human Resources Department	Spring, 2022	Regional and State HR Demographic Data; Screening Samples; Community Engagement Department Resources	Improvement in diverse teaching and leadership staff <b>TO DO</b> <ul style="list-style-type: none"> <li>Update marketing materials for job fairs, including signage, flyers, etc. to ensure diversity is well represented.</li> <li>Launch a social media campaign to engage community and alumni to help recruit.</li> <li>Employment data will be shared with department leads to review hiring demographics.</li> <li>Update uniform hiring guidelines to include equity and diversity practices.</li> </ul>
<b>Strategy #2</b> Articulate the importance of achieving an equitable, inclusive learning environment.	<ul style="list-style-type: none"> <li>Communicate a common district definition of diversity, equity, inclusion and cultural responsiveness. Include in all related communication documents for schools/district.</li> </ul>	Student Advocacy Committee  Community Engagement Team	Fall, 2022	Social Media, District Website, Marketing, Publications	Published statement in all related documents