**Equity & Access Work Plan**

**Equity Definition:** Equity is ensuring that each student and staff member has access to resources in order for staff to support students to reach their dreams and goals and achieve success.

### Pillar I: Professional Development
- EAAC Board Study Session
- Comprehensive Training Plan:
  - What to teach
  - Modules
  - Delivery system
- Create Model for Building Equity Teams:
  - Equity Cohort
  - Draft model
  - Roll out Equipped to Lead
- Culturally Responsive Teacher Training for district team & facilitators

### Pillar II: Family Engagement
- Enhance Natural Leader Program
- PTSA Council
- Parent Workshops System Navigation
- Family Engagement Pamphlet & Supports
- Family Engagement Events

### Pillar III: Recruitment & Retention
- Higher Education Pathways
- Communities of Color Reception Staff Affinity Groups
- LGBTQ Staff & Student Support
- Culturally Responsive
  - Hiring
  - Induction
- Family Engagement Events

### Pillar IV: Student Achievement & Advocacy
- Community Connections
- Student of Color Career Conference
- Club Leadership / Extracurricular Engagement
- Empowered to Lead
- Youth Development Program (YDP)
- My Achievers’ Program (MAP)
- Hispanic Achievers’ Program