

**Strategic Planning & Lens on Equity
Events at a Glance 2021-22**

Abbreviations: Pitt County Schools (PCS) Equity Council EqC and School Leaders (SL)

<p>May</p> <ul style="list-style-type: none"> Establish PCS Equity Council <ul style="list-style-type: none"> ○ Introductions & Council Charge ○ By May 31 	<p>June 2021</p> <p>1st Wk of June - Orientation for PCS EqC (zoom)</p> <p>3rd or 4th Wk of June – (1/2 day) Strategic Planning – Part I – Determine and Expand applicable Core Beliefs & Equity Statement to explicitly explain the meaning of equity consciousness for PCS</p>	<p>July, 2021</p> <p>2nd Wk of July – (1/2 day)</p> <ul style="list-style-type: none"> ○ Strategic Planning – Part II – Create Equity Vision and Mission (or Expand) Vision and Mission to embed equity specific language, which aligns to Core Beliefs & Equity Statement ○ Identify Equity Priorities
<p>August, 2021</p> <ul style="list-style-type: none"> ○ 2nd Wk of Aug – (Full Day) ○ Strategic Planning – Part III–Equity Priorities & Goals~ Alignment to PCS Strategic Plan and Connections to <i>Dare to Lead</i> ○ Introduction to Understanding Equity Audits – Part I (School/District Operations) ○ Identify 1st District Operations Area to Conduct & Model Equity Audit ○ *Consultants will Conduct District Level Audit with assistance from select EqC members 	<p>September, 2021</p> <p>2nd Wk of Sept– (1.5 Full Days) both with EqC, 1 with school leaders – (SL)</p> <p>EqC</p> <p>Review 1st District Operations Equity Audit Deep Dive, Investigation of Inequities, Correlation to District Practices, Policies, Procedures</p> <p>Implications and Data Directed Decisions/Next Steps</p> <p>Identify 2nd District Operations Area to Conduct & Model Equity Audit</p> <ul style="list-style-type: none"> □ *EqC Determine Potential Data to Gather preliminary investigation(s) □ *EqC will Conduct District Level Audit with 	<p>October, 2021</p> <p>2nd Wk of Oct– (1.5 Full Days) both with EqC, 1 with school leaders – (SL)</p> <p>EqC</p> <p>Present and Review 2nd District Operations Equity Audit</p> <p>Deep Dive, Investigation of Inequities, Correlation to District Practices, Policies, Procedures</p> <p>Implications and Data Directed Decisions/Next Steps</p> <p>Identify potential district level policies, practices, and/or procedures that impede diversity, equity and inclusion</p> <ul style="list-style-type: none"> □ *EqC prepare to facilitate school level discussions with SLs next day <p>SL</p>

	<p>assistance from Equity Consultants</p> <p>SL</p> <p>Introduction to Understanding Equity Audits</p> <p>Identify 1st School Operations Area to Conduct & Model Equity Audit (EqC Coach assists)</p> <p>□ *SL and EqC Conduct School Operations Area for Equity Audit (choose area(s))</p>	<p>Review 1st School Operations Equity Audit Deep Dive, Investigation of Inequities, Correlation to District Practices, Policies, Procedures</p> <p>Implications and Data Directed Decisions/Next Steps</p> <p>Share Lessons Learned</p> <p>Identify 2nd School Operations Area for Equity Audit</p> <p>□ *SL with EqC assistance conduct second equity audit</p>
<p>November, 2021</p> <ul style="list-style-type: none"> ○ 2nd Wk of Nov– (1.5 Full Days) both with EqC, 1 with school leaders – (SL) <p>EqC</p> <ul style="list-style-type: none"> ○ Amend applicable district policies, practices, and/or procedures that impede diversity, equity and inclusion ○ Plan for the SIP Leadership Team trainings for all schools, which will be led by the EqC Lead Training Team Members ○ Introduction to Understanding Equity Audits – Part II (Culturally Responsive Classrooms) ○ *EqC Prepare to assist SL to identify school level policies, practices, and/or procedures that impede diversity, equity and inclusion <p>SL</p>	<p>December, 2021</p> <p>1st or 2nd Wk of Dec – (1.5 Full Days) both with EqC, 1 with school leaders – (SL)</p> <ul style="list-style-type: none"> ○ Determine potential ACE + Culturally Responsive Classroom Look Fors (Design Template) ○ Determine Calibration & Feedback/Communication Methods ○ Continue plan for SIP Leadership Team Trainings and determine other next steps for Strategic Planning for Equity <p>SL</p> <ul style="list-style-type: none"> ○ EqC Lead Training Team shares SIP Leadership Team Training Plans for spring and summer 2022 ○ Introduction to Understanding Equity Audits – Part II 	<p>January 2022</p> <p><u>Considerations for Next Steps:</u> Begin the SIP Leadership Team trainings for all schools, led by the EqC Lead Training Team Plan/Schedule/Organize ACE Learning Tours/Classroom Walk-Throughs *EqC Conduct ACE Walks *SL work with EqC to begin ACE Walks under the facilitation and guidance of EqC in January</p>

<ul style="list-style-type: none"> ○ School Leaders Share Lessons Learned, Implications, and Data Directed Decisions/Next Steps regarding 2nd School Operations Equity Audit Conducted ○ Identify potential school level policies, practices, and/or procedures that impede diversity, equity and inclusion ○ Work with EqC to begin considerations/suggestions to amend school level policies, practices, and/or procedures that impede diversity, equity and inclusion 	<p>(Culturally Responsive Classrooms)</p>	
<p>February, 2022</p>	<p>March 2022</p>	<p>April 2022</p>
<p>May, 2022</p>	<p>June 2022</p>	