

# High School Success Plan 2022...2026

## Goals and Actions



### Racial Equity and Social Justice

#### Prioritize racial equity and social justice

- Integrate RESJ Partners into the school's planning efforts, strategies, PD efforts, collaboration structures, culture and community.
- Identify students with the most need for relationship and partnership development and connect students with partnership opportunities.



#### Relational trust and belonging

- Implement PD for school leadership around building strong relationships with focal student groups and utilizing strategies to elevate a sense of belonging, with an emphasis on Black and Native students.
- Support school-wide and classroom plans to build community during the first months of the school year.

#### Multi-tiered systems of supports (MTSS)

- Clarify and align teaming structures and processes for SIT, ASERT and SST, including definitions of Tier 1–3 interventions for each.
- Complete the FIT assessment in all schools to establish baseline data for site based decision making.
- Focus on restorative practices as a mechanism to build community.

#### Culturally affirming supports for educators of color

- Use the equity audit data to inform next steps to retaining our educators of color along with continued dialogue from sitting educators about needed supports.
- Utilize affinity and accountability groups in PD settings.
- Focus on intentional growth and development opportunities for educators of color.

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## Key Definitions

### CULTURALLY SUSTAINING PEDAGOGY

Culturally sustaining pedagogy is teaching that helps ethnically and linguistically diverse students develop and maintain cultural competence, academic success, and a critical consciousness. This philosophy says that we must move beyond the tolerance and “othering” of historically marginalized