**A picture containing table

Description automatically generated**

**Comprehensive Equity Plan Rubric**

|  |  |  |  |
| --- | --- | --- | --- |
| **School Community** | | | |
| **Topic** | **1 – Does not meet** | **2 - Meets** | **3 - Exceeds** |
| **About our School** | Missing any of the following:   * Student demographics * Community, family and student engagement * Home Languages * Mission, vision & values * Information about the broader community where the school is located | About our school includes:   * Student demographics * Community, family and student engagement * Home Languages * Mission, vision & values * Information about the broader community where the school is located | Exceeds level 2 by including citations to the data points (e.g. parent family survey, translated enrollment forms, etc) |
| **Description of Evidence:** | | |
| **Commitment to equity** | Missing any of the following:   * Community, family and student input through a formal process * Consideration for the unique needs of their school community within the broader community and globally. * Identifies opportunity gaps that effect the school community * Commitment to reducing and eventually eliminating the gaps. * Commitment to annually revisiting the plan and the measurable initiatives set forth within. * Accountability structure included | The commitment to equity includes:   * Community, family and student input through a formal process * Consideration for the unique needs of their school community within the broader community and globally. * Identifies opportunity gaps that effect the school community * Commitment to reducing and eventually eliminating the gaps. * Commitment to annually revisiting the plan and the measurable initiatives set forth within. * Accountability structure included | Exceeds level 2 by including clear rationale and data citations that ground the plan. |
| **Description of Evidence:** | | |
| **Definitions** | The Definitions section will be at a level 1 if it is missing a definition for any specific term that could be misunderstood without a clear definition within the school’s context. Examples listed in level 2. | Includes school specific definitions for the following (if applicable):   * Accessible materials * Antiracist/Antiracism * Cultural humility * Decolonized curriculum * Diversity * Equity * Inclusion/Inclusive practices * Other school or model specific terms that could be misunderstood without a clear definition within the school’s context. * Citations |  |
| **Description of evidence:** | | |

|  |  |  |
| --- | --- | --- |
| **Antiracist Leadership** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Missing any of the following:   * Measurable initiative aligned to antiracist leadership * Clear timeline established * Resources included * Roles assigned * Less than 2 initiatives | Includes all of the following:   * Measurable initiative aligned to antiracist leadership * Clear timeline established * Resources included * Roles assigned * A minimum of 2 initiatives | Exceeds level 2 by citing a clear connection to the specific school/community need. |
| **Culturally Humble and Inclusive Practices** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Includes all of the following:   * Measurable initiative aligned to culturally humble and inclusive practices * Clear timeline established * Resources included * Roles assigned * Less than 2 initiatives | Includes all of the following:   * Measurable initiative aligned to culturally humble and inclusive practices * Clear timeline established * Resources included * Roles assigned * A minimum of 2 initiatives | Exceeds level 2 by citing a clear connection to the specific school/community need |
| **Human Resources** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Includes all of the following:   * Measurable initiative aligned to Human Resources * Clear timeline established * Resources included * Roles assigned * Less than 2 initiatives | Includes all of the following:   * Measurable initiative aligned to Human Resources * Clear timeline established * Resources included * Roles assigned * A minimum of 2 initiatives | Exceeds level 2 by citing a clear connection to the specific school/community need |
| **Parent and Family Engagement** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Includes all of the following:   * Measurable initiative aligned to parent and family engagement * Clear timeline established * Resources included * Roles assigned * Less than 2 initiatives | Includes all of the following:   * Measurable initiative aligned to parent and family engagement * Clear timeline established * Resources included * Roles assigned * A minimum of 2 initiatives | Exceeds level 2 by citing a clear connection to the specific school/community need |
| **Communication** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Includes all of the following:   * Measurable initiative aligned to communication * Clear timeline established * Resources included * Roles assigned * Less than 2 initiatives | Includes all of the following:   * Measurable initiative aligned to communication * Clear timeline established * Resources included * Roles assigned * A minimum of 2 initiatives | Exceeds level 2 by citing a clear connection to the specific school/community need |
| **Funding** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Includes all of the following:   * Measurable initiative aligned to funding * Clear timeline established * Resources included * Roles assigned * Less than 2 initiatives | Includes all of the following:   * Measurable initiative aligned to funding * Clear timeline established * Resources included * Roles assigned * A minimum of 2 initiatives | Exceeds level 2 by citing a clear connection to the specific school/community need |
| **Board Approval and Signatures** | | |
| **1 – Does not meet** | **2 – Meets** | **3 - Exceeds** |
| Missing any component of level 2 | Dated and signed by school board chair and school leader. |  |