

THE MUSEUM SCHOOL OF AVONDALE ESTATES
Strategic Actions for Increased Diversity July 2021 Update

O R G A N I Z A T I O N A	ACTION	RESPONSIBLE PARTY	TARGET DATE	2017-18	2018-19	2019-20	2020-21	2021-22	NOTES & RECOMMENDATIONS
	SHARE THE SCHOOL'S DIVERSITY PLAN WITH THE SCHOOL COMMUNITY	PRINCIPAL, EXECUTIVE DIRECTOR, GOVERNING BOARD	SHORT-TERM, UPDATES AS NEEDED	COMPLETED	COMPLETED	COMPLETED	COMPLETED		DEBUTED NEW WEBPAGE FOCUSED ON EDI EFFORTS; SHARING WORK CONTINUOUSLY THROUGH NEWSLETTER, TOWN HALL; HIGHLIGHTED IN STATE OF THE SCHOOLS.
	REGULARLY SHARE PROGRESS UPDATES WITH THE SCHOOL COMMUNITY	PRINCIPAL, GOVERNING BOARD	ONGOING	IN PROGRESS	IN PROGRESS	IN PROGRESS	IN PROGRESS		CONTINUE TO UTILIZE NEWSLETTER, NEW WEBPAGE TO SHARE INFO WITH BROADER COMMUNITY. ALSO DEBUTED STATE OF EDI PRESENTATION.
	ESTABLISH A STAFF DIVERSITY TEAM	PRINCIPAL	SHORT-TERM	COMPLETED	NO ACTION NEEDED	NO ACTION NEEDED	NO ACTION NEEDED	NO ACTION NEEDED	TEAM ESTABLISHED AND WORKING.
	ESTABLISH A BOARD LEVEL DIVERSITY COMMITTEE	GOVERNING BOARD	SHORT-TERM	IN PROGRESS	COMPLETED	NO ACTION NEEDED	NO ACTION NEEDED	NO ACTION NEEDED	TEAM ESTABLISHED AND WORKING.
	ENSURE DIVERSITY GOALS ARE A CORE COMPONENT OF 2018-2022 SCHOOL STRATEGIC PLAN	EXECUTIVE DIRECTOR, PRINCIPAL, GOVERNING BOARD	SHORT-TERM	IN PROGRESS	IN PROGRESS	COMPLETED	NO ACTION NEEDED	NO ACTION NEEDED	
	IDENTIFY AND STUDY SOURCES FOR BEST PRACTICES IN SCHOOL DIVERSITY	EXECUTIVE DIRECTOR, PRINCIPAL, GOVERNING BOARD, STUDENT RECRUITMENT COMMITTEE	ONGOING	IN PROGRESS	IN PROGRESS	IN PROGRESS	IN PROGRESS		STAFF MEMBERS WERE INVOLVED IN COMMUNITY OF PRACTICE/RESTORATIVE PRACTICES TRAINING LED BY EDI CONSULTANT.
	ENSURE STUDENT RECRUITMENT COMMITTEE HAS ADEQUATE VOLUNTEER AND FINANCIAL RESOURCES**	EXECUTIVE DIRECTOR	ONGOING	REVISED GOAL IN 2019	REVISED GOAL IN 2019	COMPLETED	COMPLETED		DUE TO BUDGETARY AND COVID-19 RELATED CHALLENGES, STUDENT RECRUITMENT REIMAGINED EFFORTS TO FOCUS ON BOTH VIRTUAL AND TRADITIONAL EVENTS ALONG WITH TARGETED OUTREACH. FOUNDATION ENGAGED IN THIS WORK, SEEKING NEW EDI FUNDING SOURCES.

L G O A L S	PROVIDE CULTURAL COMPETENCY/DIVERSITY TRAINING FOR ALL STAFF	PRINCIPAL	8/1/2017; ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED		STAFF EDI TEAM MEETS REGULARLY, TRAINING OFFERED QUARTERLY AND DURING SUMMER INSTITUTE.
	PROVIDE CULTURAL COMPETENCY/DIVERSITY TRAINING FOR ALL BOARD MEMBERS	GOVERNING BOARD	7/1/2017; ANNUALLY	COMPLETED	PAST DUE/POSTPONED	PAST DUE/POSTPONED	COMPLETED		TRAINING WAS HELD IN SEPTEMBER 2020.
	PROVIDE CULTURALLY RESPONSIVE TEACHING TRAINING TO ALL INSTRUCTIONAL STAFF	PRINCIPAL	10/1/2017; ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED		MONTHLY TRAINING, ADDITIONAL OPPORTUNITIES QUARTERLY AND DURING SUMMER INSTITUTE.
	EVALUATE PROGRESS OF ALL CHARTER DIVERSITY GOALS AND IMPLEMENT ADDITIONAL ACTIONS NEEDED	EXECUTIVE DIRECTOR GOVERNING BOARD	OCT/MAR BOARD MEETINGS, ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED		
	COMMIT ADDITIONAL RESOURCES AS NEEDED TO ACHIEVE DIVERSITY GOALS	EXECUTIVE DIRECTOR, PRINCIPAL, GOVERNING BOARD	OCTOBER, ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED		CREATION OF EDI BUDGET TO ASSESS WHAT HAS BEEN SPENT PREVIOUSLY, CURRENT EXPENDITURES AND FUTURE GOALS; FOUNDATION SECURED \$6,000 GRANT FOR NUTRITION, SCHOOL SUPPLIES, SNACKS. BOARD DEDICATED \$5,000 IN BUDGET TO PRINCIPAL'S FUND, WHICH SUPPORTS FAMILIES.
	ACTION	RESPONSIBLE PARTY	TARGET DATE	2017-18	2018-19	2019-20	2020-21	2021-22	NOTES & RECOMMENDATIONS
LEVERAGE STUDENT RECRUITMENT COMMITTEE AND APPLICATION DATA TO DETERMINE KEY RECRUITMENT AREAS AND MESSAGES**	GOVERNING BOARD, EXECUTIVE DIRECTOR, STUDENT RECRUITMENT COMMITTEE	SHORT-TERM	REVISED GOAL IN 2019	REVISED GOAL IN 2019	IN PROGRESS	COMPLETED		COMPLETED EQUITY ANALYSIS CONDUCTED IN PARTNERSHIP WITH GEORGIA CONSERVANCY. ED COORDINATED TWO FOCUS GROUPS WITH K-1 CAREGIVERS TO PROVIDE CRITICAL FEEDBACK ON RECRUITMENT EFFORTS AND MESSAGING.	

**S
T
U
D
E
N
T

C
O
M
P
O
S
I
T
I
O
N**

REVIEW AND REVISE RECRUITMENT STRATEGY ANNUALLY	EXECUTIVE DIRECTOR, GOVERNING BOARD, STUDENT RECRUITMENT COMMITTEE	SEPTEMBER, ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED		STUDENT RECRUITMENT COMMITTEE MET REGULARLY, RECEIVED CRITICAL FEEDBACK FROM FOCUS GROUPS AND OUTLINED STEPS FOR NEXT SCHOOL YEAR AS THE SCHOOL CONTINUES TO REVISE STRATEGIES DUE TO COVID-19.
ANALYZE STUDENT APPLICATION AND PARENT AGREEMENT FOR ANY NECESSARY ADJUSTMENTS TO REMOVE UNINTENTIONAL BARRIERS	PRINCIPAL, EXECUTIVE DIRECTOR, STUDENT RECRUITMENT COMMITTEE	SHORT-TERM	IN PROGRESS	COMPLETED	NO ACTION NEEDED	NO ACTION NEEDED	NO ACTION NEEDED	
REVIEW AND DEFINE WEIGHTED LOTTERY POLICES AND PROCEDURES ANNUALLY AND COMMUNICATE INFORMATION ABOUT THE WEIGHTED LOTTERY WITH CLARITY ANNUALLY	EXECUTIVE DIRECTOR, PRINCIPAL, GOVERNING BOARD	ONGOING	COMPLETED	COMPLETED	COMPLETED	COMPLETED		BOARD MET TO SET LOTTERY WEIGHT FOR 21-22 SCHOOL YEAR, WHICH WAS COMMUNICATED TO THE COMMUNITY VIA THE SCHOOL WEBSITE.
CONDUCT ASSET-MAPPING EXERCISE TO IDENTIFY PLACES AND ORGANIZATIONS INCLUDING PRE-K PARTNERS SERVING ED FAMILIES	EXECUTIVE DIRECTOR, STUDENT RECRUITMENT COMMITTEE	SHORT-TERM	COMPLETED	COMPLETED	COMPLETED	COMPLETED		EQUITY ANALYSIS IDENTIFIED KEY OPPORTUNITIES FOR POTENTIAL GROWTH, WHICH WILL BE DISCUSSED FURTHER IN THE NEXT SCHOOL YEAR.
BUILD LASTING RELATIONSHIPS WITH AT LEAST THREE COMMUNITY PARTNERS ANNUALLY	EXECUTIVE DIRECTOR, PRINCIPAL, STUDENT RECRUITMENT COMMITTEE	ONGOING	IN PROGRESS	COMPLETED	COMPLETED	IN PROGRESS		THE PANDEMIC PRESENTED CHALLENGES IN BUILDING NEW RELATIONSHIPS; FOCUS WAS PLACED ON MAINTAINING EXISTING RELATIONSHIPS DURING THIS CRITICAL PERIOD.

	OFFER AT LEAST FIVE OPEN HOUSES AND OTHER RECRUITMENT EVENTS, INCLUDING APPLICATION ASSISTANCE, DURING EXTENDED APPLICATION PERIOD	PRINCIPAL, STUDENT RECRUITMENT COMMITTEE	JANUARY-FEBRUARY, ANNUALLY	IN PROGRESS	COMPLETED	COMPLETED	COMPLETED		HELD THREE MEET AND GREET VIRTUAL SESSIONS ALONG WITH TWO IN-PERSON, SOCIALLY DISTANCED EVENTS. APPLICATION ASSISTANCE WAS PROVIDED AT BOTH.
	ASSESS RESULTS OF WEIGHTED LOTTERY AND COMMUNICATE FINDINGS IN REPORT TO BOARD AND COUNTY CHARTER OFFICE	EXECUTIVE DIRECTOR, PRINCIPAL, BOARD CHAIR	MID-MARCH, ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED		
B O A R D C O	ACTION	RESPONSIBLE PARTY	TARGET DATE	2017-18	2018-19	2019-20	2020-21	2021-22	NOTES & RECOMMENDATIONS
	ANNUALLY ASSESS BOARD MEMBER TRANSITION PLANS AND BUILD/REVISE COMPREHENSIVE LONG-RANGE BOARD MEMBER SUCCESSION PLAN	GOVERNANCE COMMITTEE	ONGOING	IN PROGRESS	IN PROGRESS	IN PROGRESS	IN PROGRESS		GOVERNANCE HAS MADE GREAT STRIDES IN REVIEWING RECRUITMENT STRATEGIES AND CONSIDERING SUCCESSION OF BOARD MEMBERS AND OFFICERS. DETAILED ACTION PLAN WAS DEVELOPED IN BOARD EDI TRAINING, WHICH GOVERNANCE CONTINUES TO WORK THROUGH.
	SHARE INFORMATION ABOUT BOARD RECRUITMENT AND INVOLVEMENT WITH DIVERSE AUDIENCES AT LEAST TWICE ANNUALLY	GOVERNANCE AND DIVERSITY COMMITTEES	SPRING AND FALL ANNUALLY	COMPLETED	COMPLETED	NO ACTION NEEDED	IN PROGRESS		GOVERNANCE FOCUSED ON DEVELOPING A NETWORK OF RECRUITMENT ORGANIZATIONS, PLANS A RENEWED FOCUS ON OPEN HOUSES AND MEETINGS WITH COMMUNITY GROUPS.

M P O S I T I O N	UTILIZE THE GCSA BOARD BANK, UNITED WAY VIP PROGRAM, LEADERSHIP DEKALB AND OTHER PARTNERS TO RECRUIT POTENTIAL SOCIO-DEMOGRAPHICALLY DIVERSE BOARD CANDIDATES	GOVERNANCE AND DIVERSITY COMMITTEES	ONGOING	PAST DUE/POSTPONED	PAST DUE/POSTPONED	NO ACTION NEEDED	IN PROGRESS		GOVERNANCE HAS MADE PROGRESS IN ESTABLISHING CONNECTIONS WITH THESE GROUPS AND LOOKS FORWARD TO CONTINUED ENGAGEMENT.
	IDENTIFY, RECRUIT AND ENGAGE AT LEAST THREE NEW SOCIO-DEMOGRAPHICALLY DIVERSE INDIVIDUALS AS COMMITTEE MEMBERS ANNUALLY	GOVERNANCE AND DIVERSITY COMMITTEES	ONGOING, CHECK-IN ANNUALLY IN FEBRUARY	IN PROGRESS	COMPLETED	PAST DUE/POSTPONED	IN PROGRESS		COMMITTEE RECRUITMENT REMAINS A KEY FOCUS; NUMBER OF BOARD-LEVEL COMMITTEES HAS BEEN REDUCED BY 3 IN RECENT YEARS.
S T A F F C O M	ACTION	RESPONSIBLE PARTY	TARGET DATE	2017-18	2018-19	2019-20	2020-21	2021-22	NOTES & RECOMMENDATIONS
	HOST SMALL GROUPS WITH CURRENT SOCIO-DEMOGRAPHICALLY DIVERSE STAFF TO DETERMINE KEY RECRUITMENT MESSAGES**	PRINCIPAL	SHORT-TERM	REVISED GOAL IN 2019	REVISED GOAL IN 2019	COMPLETED	COMPLETED		SMALL GROUPS HELD AS PART OF THE STAFF EDI TEAM'S WORK.
	REVIEW AND REVISE JOB POSTINGS ANNUALLY TO ENSURE KEY RECRUITMENT MESSAGES FOR SOCIO-DEMOGRAPHICALLY DIVERSE CANDIDATES ARE REFLECTED	PRINCIPAL	ONGOING	COMPLETED	COMPLETED	COMPLETED	COMPLETED		EDI CONSULTANT COMPLETED AN EXHAUSTIVE REVIEW OF RECRUITING AND HIRING PRACTICES, WITH A SERIES OF RECOMMENDATIONS THAT ARE IN PROCESS.

P O S I T I O N	EXECUTE NEW STAFF RECRUITMENT STRATEGIES WITH HBCUS, THE NATIONAL ALLIANCE OF BLACK EDUCATORS, THE HISPANIC EDUCATION ASSOCIATION, THE GCSA JOB FAIR AND OTHERS	EXECUTIVE DIRECTOR, PRINCIPAL	ONGOING	IN PROGRESS	COMPLETED	COMPLETED	COMPLETED		PARTICIPATED IN 20-21 TEACHERS OF COLOR JOB FAIR AND A TEACH FOR AMERICA JOB FAIR. BASED ON RECOMMENDATION FROM EDI CONSULTANT, TEACHERS OF COLOR ARE NOW ACTIVELY ENGAGED IN THE INTERVIEW PROCESS WHICH WILL CONTINUE IN FUTURE YEARS.
	TRACK SUCCESS OF AND ADAPT EACH NEW STAFF RECRUITMENT STRATEGY DEPLOYED	PRINCIPAL, EXECUTIVE DIRECTOR, WITH STAFF LEADERS	MARCH 2017 (ANNUALLY THEREAFTER)	COMPLETED	COMPLETED	IN PROGRESS	IN PROGRESS		SCHOOL LEADERSHIP RECEIVED TRAINING ON STRATEGY TRACKING, LOOKING AT IMPLEMENTING NEW TOOL FOR 21-22 HIRES.
	** REVISED GOAL								