

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

O R G A N I Z A T I O N A L	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	COMPLETED	UPDATES CONTINUE TO BE MADE TO DIVERSITY WEBPAGE, ADDITIONAL COMMUNICATIONS ARE IN THE WORKS FOR THE SPRING.
	REGULARLY SHARE PROGRESS UPDATES WITH THE SCHOOL COMMUNITY	PRINCIPAL, GOVERNING BOARD	ONGOING	IN PROGRESS	IN PROGRESS	IN PROGRESS	IN PROGRESS	IN PROGRESS	RECENTLY SHARED THIS TRACKER IN THE COMMUNITY NEWSLETTER ALONG WITH EQUITY ANALYSIS CONDUCTED BY THE GEORGIA CONSERVANCY.
	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	IN PROGRESS	ADDITIONAL STAFF MEMBERS INVOLVED IN RESTORATIVE PRACTICES TRAINING, ALONG WITH SCHOOLWIDE BOOK STUDY LED BY PRINCIPAL STEWART.
	ENSURE STUDENT RECRUITMENT COMMITTEE HAS ADEQUATE VOLUNTEER AND FINANCIAL RESOURCES**	EXECUTIVE DIRECTOR	ONGOING	REVISED GOAL IN 2019	REVISED GOAL IN 2019	COMPLETED	COMPLETED	COMPLETED	LINE ITEM DEDICATED TO STUDENT RECRUITMENT IN THE CURRENT BUDGET, ALONG WITH FUNDS TO SUPPORT ANOTHER TARGETED MAILER AIMED AT IDENTIFYING SOCIO-DEMOGRAPHICALLY DIVERSE LOTTERY APPLICANTS.
	PROVIDE CULTURAL COMPETENCY/DIVERSITY TRAINING FOR ALL STAFF	PRINCIPAL	8/1/2017; ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	STAFF EDI TEAM MEETS REGULARLY, TRAINING OFFERED QUARTERLY AND DURING SUMMER INSTITUTE.

G O A L S	PROVIDE CULTURAL COMPETENCY/DIVERSITY TRAINING FOR ALL BOARD MEMBERS	GOVERNING BOARD	7/1/2017; ANNUALLY	COMPLETED	PAST DUE/POSTPONED	PAST DUE/POSTPONED	COMPLETED	IN PROGRESS	FALL BOARD TRAINING WAS FOCUSED ON STRATEGIC PLANNING, WHICH INCLUDED CRITICAL DISCUSSIONS ABOUT DEI INITIATIVES. ADDITIONAL TRAINING OPPORTUNITY IN THE SPRING.
	PROVIDE CULTURALLY RESPONSIVE TEACHING TRAINING TO ALL INSTRUCTIONAL STAFF	PRINCIPAL	10/1/2017; ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED	COMPLETED	MONTHLY TRAINING, ADDITIONAL OPPORTUNITIES QUARTERLY AND DURING SUMMER INSTITUTE. STAFF CURRENTLY STUDYING "CULTURALLY RESPONSIVE TEACHING AND THE BRAIN."
	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	IN PROGRESS	AS PART OF THIS WORK, THE DIVERSITY COMMITTEE CONVENED LISTENING CIRCLES RELATED TO THE SCHOOL'S MISSION STATEMENT, EXPLORING WHETHER UPDATES ARE NEEDED. THIS WILL BE PART OF TMS STRATEGIC PLANNING EARLY NEXT YEAR.
	COMMIT ADDITIONAL RESOURCES AS NEEDED TO ACHIEVE DIVERSITY GOALS	EXECUTIVE DIRECTOR, PRINCIPAL, GOVERNING BOARD	OCTOBER, ANNUALLY	COMPLETED	COMPLETED	COMPLETED	COMPLETED	IN PROGRESS	EXEC DIRECTOR HAS WORKED WITH FOUNDATION ON GRANT APPLICATIONS TARGETED TO SUPPORT EDI EFFORTS. BOARD DEDICATED \$5,000 IN BUDGET FOR FAMILIES IN NEED FUND.
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	IN PROGRESS	STUDENT RECRUITMENT COMMITTEE HAS RECEIVED THE EQUITY ANALYSIS AND SURVEY RESPONSES FROM CURRENT KINDERGARTNERS ON THE EFFECTIVENESS OF RECRUITMENT EFFORTS AND IS FORMULATING NEXT STEPS. COMMITTEE ALSO ADDED TWO NEW MEMBERS AND PLANS A TARGETED MAILER IN EARLY 2022.	

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<p>REVIEW AND REVISE RECRUITMENT STRATEGY ANNUALLY</p>	<p>EXECUTIVE DIRECTOR, GOVERNING BOARD, STUDENT RECRUITMENT COMMITTEE</p>	<p>SEPTEMBER, ANNUALLY</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>IN PROGRESS</p>	<p>STUDENT RECRUITMENT COMMITTEE MEETS REGULARLY, RECEIVED CRITICAL FEEDBACK FROM KINDERGARTEN CAREGIVERS AND OUTLINED STEPS FOR THIS SCHOOL YEAR AS THE SCHOOL CONTINUES TO REVISE STRATEGIES DUE TO COVID-19.</p>
<p>ANALYZE STUDENT APPLICATION AND PARENT AGREEMENT FOR ANY NECESSARY ADJUSTMENTS TO REMOVE UNINTENTIONAL BARRIERS</p>	<p>PRINCIPAL, EXECUTIVE DIRECTOR, STUDENT RECRUITMENT COMMITTEE</p>	<p>SHORT-TERM</p>	<p>IN PROGRESS</p>	<p>COMPLETED</p>	<p>NO ACTION NEEDED</p>	<p>NO ACTION NEEDED</p>	<p>NO ACTION NEEDED</p>	
<p>REVIEW AND DEFINE WEIGHTED LOTTERY POLICES AND PROCEDURES ANNUALLY AND COMMUNICATE INFORMATION ABOUT THE WEIGHTED LOTTERY WITH CLARITY ANNUALLY</p>	<p>EXECUTIVE DIRECTOR, PRINCIPAL, GOVERNING BOARD</p>	<p>ONGOING</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>IN PROGRESS</p>	<p>BOARD WILL MEET IN FEBRUARY 2022 TO SET THE LOTTERY WEIGHT FOR 22-23 SCHOOL YEAR, WHICH WILL BE COMMUNICATED TO THE COMMUNITY VIA THE SCHOOL WEBSITE.</p>
<p>CONDUCT ASSET-MAPPING EXERCISE TO IDENTIFY PLACES AND ORGANIZATIONS INCLUDING PRE-K PARTNERS SERVING ED FAMILIES</p>	<p>EXECUTIVE DIRECTOR, STUDENT RECRUITMENT COMMITTEE</p>	<p>SHORT-TERM</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>IN PROGRESS</p>	<p>STUDENT RECRUITMENT COMMITTEE WORKING TO IDENTIFY LOCATIONS THAT MAY BE MORE ACCESSIBLE AS COVID-19 PRECAUTIONS HAVE EASED SOMEWHAT, EXPLORING ADDITIONAL OPPORTUNITIES FOR COMMUNITY ENGAGEMENT AND PARTNERSHIPS.</p>
<p>BUILD LASTING RELATIONSHIPS WITH AT LEAST THREE COMMUNITY PARTNERS ANNUALLY</p>	<p>EXECUTIVE DIRECTOR, PRINCIPAL, STUDENT RECRUITMENT COMMITTEE</p>	<p>ONGOING</p>	<p>IN PROGRESS</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>IN PROGRESS</p>	<p>IN PROGRESS</p>	<p>THE PANDEMIC PRESENTED CHALLENGES IN BUILDING NEW RELATIONSHIPS; COMMITTEE REACHING BACK OUT TO EXISTING PARTNERS TO DETERMINE THEIR NEEDS AND ACCESS WITH PLANS FOR FUTURE ENGAGEMENT.</p>

	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	IN PROGRESS	FIVE MEET AND GREET VIRTUAL SESSIONS HAVE BEEN SCHEDULED BEGINNING IN NOVEMBER AND EXTENDING THROUGH JANUARY; AN IN-PERSON, SOCIALLY DISTANCED APPLICATION ASSISTANCE EVENT WILL ALSO BE HELD IN LATE JANUARY.
	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	IN PROGRESS	THIS REPORT OCCURS IN THE SPRING AFTER THE LOTTERY IS HELD.
B O A R D C O M P O S I T I	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	IN PROGRESS	GOVERNANCE CONTINUES TO REVIEW RECRUITMENT STRATEGIES AND BUILD LONG-TERM SUCCESSION PLANS.
	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	IN PROGRESS	THE PANDEMIC PRESENTED CHALLENGES IN BUILDING NEW RELATIONSHIPS; COMMITTEE RECONNECTING WITH VARIOUS GROUPS AND POTENTIAL BOARD MEMBERS.
	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	IN PROGRESS	GOVERNANCE HAS MADE PROGRESS IN ESTABLISHING CONNECTIONS WITH THESE GROUPS AND LOOKS FORWARD TO CONTINUED ENGAGEMENT.

O N	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	IN PROGRESS	COMMITTEE RECRUITMENT REMAINS A KEY FOCUS AND A CORE ELEMENT OF BOARD SUCCESSION PLANS.
	ACTION	RESPONSIBLE PARTY	TARGET DATE	2017-18	2018-19	2019-20	2020-21	2021-22	NOTES & RECOMMENDATIONS
S T A F F C O M P O S I T I O N	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	IN PROGRESS	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	IN PROGRESS	NEW DEI COORDINATOR WILL REVIEW POSTINGS AND PROCESS FOR RECRUITING/INTERVIEWING AHEAD OF SPRING HIRING.
	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	IN PROGRESS	PLAN TO PARTICIPATE IN JOB FAIRS AIMED AT INCREASING DIVERSITY. TMS HAS ALSO INCREASED ITS PIPELINE OF POTENTIAL DIVERSE TEACHER CANDIDATES BY HOSTING PRACTICUM STUDENTS AND STUDENT-TEACHERS FROM UGA AND GSU. ALSO EXPLORING PARTNERSHIP WITH MOREHOUSE AND CLARK ATLANTA UNIVERSITY.

	<p>TRACK SUCCESS OF AND ADAPT EACH NEW STAFF RECRUITMENT STRATEGY DEPLOYED</p>	<p>PRINCIPAL, EXECUTIVE DIRECTOR, WITH STAFF LEADERS</p>	<p>MARCH 2017 (ANNUALLY THEREAFTER)</p>	<p>COMPLETED</p>	<p>COMPLETED</p>	<p>IN PROGRESS</p>	<p>IN PROGRESS</p>	<p>IN PROGRESS</p>	<p>SCHOOL LEADERSHIP WILL BE IMPLEMENTING NEW TRACKING TOOL FOR THE 22-23 HIRING PROCESS.</p>
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** REVISED GOAL