

## **EQUITY PLAN**

### **Aldo Leopold Charter School**

**April 11, 2024**

#### **Year One (2022-2023):**

- Meet Martinez-Yazzie requirements by completing online assessment and other requirements and upload them to the equity portal
- Consult with state appointed person in charge of ALCS Equity Plan
- Establish an Equity Council with membership meeting state level requirements
- Share Equity Council meeting dates, agendas, and minutes with staff, students, families, and the community as appropriate
- Set dates for Equity Council meetings for 2023-2024 and complete succession planning for Equity Council leadership

#### **Year Two (2023-2024):**

- Examine the collective “why” of the Equity Council
- Continue to have regularly scheduled Equity Council meetings that include membership as required by the state
- Collect data and use data to begin discussions on a purpose statement
- Share minutes of meetings and progress with stakeholders
- Post progress on the Equity Council page of the ALCS website

#### **Year Three (2024-2025):**

- Use data to create written actionable goals and activities for the Equity Council including a written Equity Council Purpose statement. A starting point for a statement was researched and follows:
  - The goal of the Equity Council is to promote institutional change within the school system to better serve students and staff by ensuring each student receives what they need to reach their academic and social potential and feels like they belong.
- Post equity plan (this document) on the school website
- Post schedule of Equity Council meetings on the school website
- Post the agenda with minutes of each meeting on the school website
- Post Equity Council accomplishments on the school website
- Add to the equity plan by planning Year Four (2025-2026). This document along with the ALCS Equity page on the school website, will provide a historical accounting, thus documenting progress of the Equity work completed.