



Our Approach: Action for Equity (A4E)

EOS Services

PHASE 1: ACCESS OPPORTUNITY

- + Facilitated site visits and coaching
- + Analyze equity barriers and opportunities
- + Identify students for outreach and enrollment
- + Develop student and staff support plan

PHASE 2: EXPERIENCE SUCCESS

- + Facilitated staff workshops
- + Focus on student belonging, experience and growth mindset
- + Provide student listening sessions
- + Present grade and success analysis
- + Continued access to AO tools

PHASE 3: EXTEND EQUITY

- + Participate in Equity Leader Lab (ELLabs) regional cohort
- + Focus on school culture and learning
- + Ongoing data analysis and tool delivery

PHASE 4: SUSTAIN EQUITY

- + Remote thought-partnership and support
- + Continued focus on closing opportunity gaps

District Commitment

- + District leadership communicates expectations for success
- + Equity teams created
- + Review equity strategies
- + Enroll and support identified students

- + Strengthen equity teams
- + Increase students' sense of belonging
- + Support newly enrolled students
- + Challenge adult mindsets
- + Enroll new cohort of identified students

- + Identify ELLabs participants
- + Cultivate adult equity mindsets
- + Apply and validate ELLabs concepts in school environment
- + Adopt new policies and practices
- + Build sustainable systems
- + Enroll new cohort of identified students

- + Supports district and school site coordinators
- + Owns and manages the outreach activities
- + Maintains sustainable systems
- + Continues equitable student enrollment



**PHASE 1:
ACCESS OPPORTUNITY**



**PHASE 2:
EXPERIENCE SUCCESS**



**PHASE 3:
EXTEND EQUITY**



**PHASE 4:
SUSTAIN EQUITY**



**STUDY
(FALL)**

We begin with a leadership orientation designed for district- and school-level leaders. We launch in your district with introductory site meetings. EOS understands the context of your school through on-site meetings and school-wide student and staff surveys.

We review and update your unique Student Support Plan and look at the attrition of students of color and low-income students in AP[®]/IB courses and students and staff retake the EOS Survey.

Partners continue to use the A4E suite of tools to find and support students, and participate in the four-part Equity Leader Labs (ELLabs). This regionally-based community of practice builds on the learnings from the first two A4E phases.

Schools receive their fall data, and reflect on this information in order to determine strengths and areas of opportunity. Student surveys and staff recommendations take place, and school leaders are invited to a webinar to set goals for the year and review their data.



**STRATEGIZE
(WINTER)**

We examine the data from the student and staff survey to present the Equity Pathways and Support Reports and formulate an Outreach Plan with the recommended strategies to encourage students to enroll in AP[®]/IB courses.

We reevaluate the survey data and adjust the plan accordingly. Additionally, we analyze the grades of your current AP[®]/IB students to examine the effectiveness of your supports for these courses.

Learning continues through the second and third ELLabs, focusing on student experience and belonging. Equity Teams implement a Continuous Improvement 'test of change' exercise related to their school's unique equity journey.

School teams take the lead in planning their outreach activities, accounting for needed capacity increases. Core outreach tools will be delivered to schools soon after surveying concludes, and school leaders will be invited to a webinar to strategize outreach to ensure maximum impact.



**SUPPORT
(SPRING)**

We track student enrollments in advanced coursework for the upcoming school year and formulate a Support Plan outlining how students and staff will be supported as more students participate in AP[®]/IB.

We continue to track students in advanced coursework and conduct a survey of your current AP[®]/IB students about their course experiences.

The last ELLab is held and participants create an action plan to ensure success continues and roadblocks to equitable access and opportunity are removed.

Schools conduct monitoring outreach activities and check-in remotely to review outreach progress and implement new strategies as needed.

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