

These are the top ten priority Board recommendations from the Equity Council

1. Create district supports for attention to mental health issues. This emerged as the primary need for discipline, achievement, and student behaviors.
2. At the time HR routinely (not on request) relays minority candidate information to each school principal, the PDAC requests they might also include that school's staff diversity data. This would provide a courtesy reminder clearly setting forth each school's current diversity goal given the school's staff diversity in comparison to their student enrollment and including a compliance request, "please provide what steps are being taken to ensure your school's staff population reflects your student population" which then would be reported to the Equity Council by principals and directors.
3. Ensure that the Equity Scorecard is used as a tool alongside the Comprehensive District Improvement Plan during schools leadership team planning phase.
4. Adopt a regular schedule and process for analyzing teacher and leader effectiveness data across schools to determine whether effective teachers and leaders are distributed equitably within schools and across the district.
5. Hire a full-time monitor, who will have responsibility for staff diversification and the independence and leverage to monitor at the individual school levels and to report to the Equity Council on its progress.
6. The district's leadership team (Cabinet) should place the Equity Scorecard measurable components on their bi-weekly agenda for review of progress or lack thereof.
7. Create an accountability monitoring schedule with review dates and who is going to be held responsible and accountable for each area on the Scorecard.
8. R.E.S.E.T Panel needs a holding placement for students' reintegration into FCPS. When a student comes into the district from an outside placement late in the semester (e.g. two weeks before the end of school), there should be a transition setting to get them reintegrated into the system effectively.
9. As a follow up on accountability and measurable outcomes reporting related to meeting Goal No. 8, ("By 2020 all schools/departments will employ professional staff that reflect

at a minimum the diversity of the students served in FCPS.”). The PDAC recommends that the new Board Report includes not only the current staff population by school, but also next to each, the student population for that school serving to make for easier viewing of where each school needs to reflect its student population and ascertain its diversity goals.

10. Require schools with the highest gaps and directors to share the schools’ gap reduction plans with the Board and Equity Council.