

### Action Plan to Address the Antiracist System Audit Findings

The Antiracist System Audit Final Report states “the implementation of policies and application of best practices with fidelity differs greatly from school to school, suggesting that the system is currently fragmented. Many of these challenges stem from the lack of a clear, system-wide comprehensive approach to antiracism.”

- Page one includes the steps to create a long-term, comprehensive action plan. Page two includes specific action steps that will be taken immediately.

Develop a Comprehensive Action Plan	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
<p><b>The Administrative Leadership Team will create a draft action plan. The action plan will include the following:</b></p> <ul style="list-style-type: none"> <li>● Montgomery County Public Schools (MCPS) Theory of Change (The desired outcome <i>and</i> the actions MCPS believes it will take to get the desired outcomes)*</li> <li>● How the current and future budget will align with the report’s recommendations.</li> <li>● Specific priorities for each domain.</li> <li>● The measurements and milestones that each department will share so the community can see the progress being made in alignment with the district-wide accountability framework and strategic plan.</li> <li>● What schools will be expected to do as a result of the audit</li> <li>● How schools will be supported.</li> <li>● How schools will be held accountable.</li> <li>● How staff will be supported and held accountable.</li> </ul>									
<p><b>MCPS will get input from the community to inform the action plan through a series of community conversations.</b></p> <ul style="list-style-type: none"> <li>● The conversations will be hosted by community, student, and staff organizations so that they are culturally responsive and productive.</li> <li>● Participants will review the report and provide input to inform the district leadership.</li> </ul>									
<p><b>All MCPS offices will identify strategies, policies, and regulations that will address the domain-specific observations and recommendations related to their work.</b></p> <ul style="list-style-type: none"> <li>● Offices will develop measures and milestones to show evidence that the strategies are working will be included.</li> <li>● MCPS will work with the Board of Education on policies that need to be updated based on the audit findings. Staff will adjust the associated regulations and ensure consistent implementation.</li> </ul>									
<p><b>The draft action plan will be published in January to get feedback from the community.</b></p>									
<p><b>The final plan will be presented by February 2023.</b></p>									

Specific Action Steps That Will Be Taken Immediately	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
<p><b>To ensure all leaders understand the expectations and best practices, all central office, and school-based leaders will be required to attend training specifically designed to target coherence, accountability, and equity-centered capacity building.</b></p> <ul style="list-style-type: none"> <li>This training will be brought to all MCPS staff over the next year.</li> </ul>									
<p><b>All schools will include actions in their School Improvement Plans to address their school-specific audit reports. Schools will be provided support and held accountable to:</b></p> <ul style="list-style-type: none"> <li>Engage their community in the process.</li> <li>Identify action steps.</li> <li>Develop measures and milestones to show evidence that the strategies are working.</li> </ul>									
<p><b>MCPS will work with the Board of Education to finalize the revised Community Engagement Policy.</b></p> <ul style="list-style-type: none"> <li>All staff will be required to attend training for antiracist and culturally responsive family engagement to ensure the ideas in the policy are understood, enacted, and evaluated.</li> </ul>									-
<p><b>The All In: Equity and Achievement Framework will be evaluated and updated to ensure it meets the needs outlined in the audit report.</b></p> <ul style="list-style-type: none"> <li>Understand if the framework has the information that the school community needs to make decisions.</li> <li>Learn how the staff is using the tools to support instructional decisions around teaching and learning.</li> <li>Develop a tool to ensure families have the information they need to understand if their child is being successful and getting the support the child needs.</li> </ul>									

\* **Theory of Change** – MAEC defines a Theory of Change as a concept that represents an organization’s collective beliefs about the causal relationships between focus areas for action and desired outcomes. A theory of change grounded in racial equity makes explicit the organization’s stance as it relates to students of color, both its desired outcomes and the levers it believes it must employ to achieve them, and is developed with the community it serves (Cheatham, 2020).