

SY 23-24 MCT Black Excellence Plan

[Learn more about the Black Excellence Resolution here](#)

Description	The DPS Board resolution requires all schools to have a plan to identify gaps in performance for Black students and create an action plan to close these gaps across the district and within all schools. This plan may be modified, but the requirements of the Board Resolution, outlined below, must be included in any school-determined plan.
Directions	<p>Ensure that data presented in the current performance tab is also presented disaggregated by student subgroups, including Black students. At minimum, ensure that there is at least one action step related to the school's major improvement strategy(s) that focuses on additional actions that will support Black students.</p> <p>In the space below, identify what PRIORITY FOCUS AREAS you will address in the '23-24 school year for your Black students. Once identified, articulate ANNUAL PERFORMANCE TARGETS for each area and the ACTION STEPS you will take to achieve these targets.</p> <p>PRIORITY FOCUS AREAS (PFAs) for Black students traditionally relate to content referenced in the Black Excellence Resolution, such as academic achievement and growth, social and emotional mental health, students with disabilities, discipline, and gifted and talented. While critical, leaders should also consider PFAs that more directly reflect adult actions. These include but are not limited to: school engagement with Black families, staff mindsets and implicit biases, encouraging student voice, and specific internal school processes and procedures. Schools should select the focus areas and the corresponding metrics that best suit their specific conditions.</p> <p>For each ANNUAL PERFORMANCE TARGET, identify interim measures that will be used to monitor progress toward the annual targets at least quarterly during the school year. View the BEP Resource and Facilitator Guide, Criteria for Success, and Recommended BEP Performance Metrics.</p>

Reflection	Use these BEP Reflection Prompts to guide your thinking regarding the implementation of your '23-24 BEP.
Please review your previous year's BEP to complete this section.	

Vision	<p>Write down your Vision for your '23-24 BEP.</p> <p>Example: <i>"We lift up Black Voices and identities, celebrating the excellence within our Black students and families, and ensure our school is inclusive and empowering so our Black students thrive."</i></p>

Target Setting			
SELECT 2-3 PRIORITY FOCUS AREAS FOR YOUR BLACK STUDENTS FROM THE DROPDOWN LISTS OR WRITE-IN YOUR OWN	PERFORMANCE METRIC (S): How will you monitor progress on this PFA?	DATA RESOURCES BEP Resource & Facilitator	ANNUAL PERFORMANCE TARGETS FOR BEP PFAs

Target Setting	REMEMBER: Focus Areas can also address staff mindsets, school processes, and other adult actions or processes.	(see RECOMMENDED METRICS)	BEP Resource & Facilitator Guide	2023-2024 SEPT. STARTING POINT	2023-2024 MAY END TARGET GOAL	2024-2025 MAY END TARGET GOAL
	RIGOROUS COURSE ENROLLMENT (MS & HS ONLY)		BESS Data Principal Portal Reporting Services Portal DPS Your Voice/Tu Voz Surveys	50% of Black students who are seniors will be enrolled in one or more CCE courses	75% of Black students who are seniors will be enrolled in one or more CCE courses	100% of Black students who are seniors will be enrolled in one or more CCE courses
	ACADEMICS: Mathematics	Count of Black students who were below proficient/benchmark on incoming MAP assessments at the end of the year on the relevant assessment.		33% of Black students are meeting student growth on MAP assessments	50% of Black students are meeting student growth on MAP assessments	50% of Black students are meeting student growth on MAP assessments
	SOCIAL AND EMOTIONAL MENTAL HEALTH			50% of Black students will have a mentor assigned to them over the school year	75% of Black students will have a mentor assigned to them over the school year	100% of Black students will have a mentor assigned to them over the school year
	SOCIAL AND EMOTIONAL MENTAL HEALTH			We will achieve a 70% attendance rate of all Black Students	We will achieve a 80% attendance rate of all Black Students	We will achieve a 80% attendance rate of all Black Students
	OTHER (Please Specify):					
	OTHER (Please Specify):					
	OTHER (Please Specify):					
	OTHER (Please Specify):					
OTHER (Please Specify):						
EXAMPLE	ACADEMICS: Black Students On Grade Level	Count of Black students who were below proficient/benchmark on incoming assessment content at the beginning of the year who became proficient/at benchmark or higher at the end of the year on the relevant assessment.	READ Act; CMAS-Math; CMAS-ELA/CSLA	% of prior year Black 4th graders on grade level: 59% % of prior year Black 5th graders on grade level: 67%	% of prior year Black 4th graders on grade level: 75% % of prior year Black 5th graders on grade level: 75%	% of prior year Black 4th graders on grade level: 100% % of prior year Black 5th graders on grade level: 100%

23-24 Action Steps (Add rows as needed to complete a 1-year plan) Ensure to detail somewhere in your Action Step Descriptions how you plan to review performance data and create individualized plans for every Black student.						
Based on your reflections and analysis of your current data, describe in the space below your Theory of Action that outlines your highest priority strategies for improving Black Excellence in your school based on your performance targets. Include how you will (1) engage with Black families and (2) make connections to your school-wide major improvement strategies.						
Click here for some ideas on how to involve Black families in your BEP. Click here for some guidance on creating a Theory of Action.						

Action Plan	Time Period	Action Step	Identify which PFA this action step addresses	Role(s) Responsible	Steps Completed	Support Needed to be
	CIP 1	<i>Suggestion: Create individual plans for each Black students</i>				
	CIP 2					
	CIP 3					

CIP Reflections						
CIP Step Back Reflection		Date	What's going well? How do you know?	What are the areas for improvement? Why?	What adult action steps will you take?	Notes
	CIP 1 Reflection					
	CIP 2 Reflection					
	CIP 3 Reflection					