

Miami-Dade County Public Schools (MDCPS)
Council of Great City Schools-Males of Color Pledge Action Plan-Departmental

Pledge Initiative	Specific Action	Timeline
<p>1. Ensure that pre-school efforts better serve Males of Color and their academic and social development</p>	<ul style="list-style-type: none"> • Collaboration with community organizations to provide curriculum support, training, and advice to early child care education providers/programs and community vendors to better serve Males of Color. • Utilization of the Teenage Parent Program (TPP) to provide information and services on pre-school education and care preparation protocols to better serve Males of Color. 	<p>August 2014</p> <p>Ongoing</p>
<p>2. Adopt and implement elementary and middle school efforts to increase the pipeline of Males of Color who are succeeding academically/socially in our urban schools and are on track to succeed in high school</p>	<ul style="list-style-type: none"> • Creation and implementation of a mentoring, life/social skills tutoring, career preparation, and academic coaching program model of support for elementary level Males of Color to provide a model for successful entry into senior high school. • MDCPS Student Service Department provides initiatives through school site guidance departments for articulation into STEM programs and monitors/screens the performance to better serve Males of Color to enter high school. • MDCPS Department of Adult & Vocational Education strategically plans a series of open house/vocational fairs to attract and better serve Males of Color to their centers. • MDCPS Office of Community Engagement provides information and access to stakeholders, business, and civic partners so that Males of Color receive relevant information and mentoring on the pathway from school to career. • MDCPS Schools of Choice/Parental Options advertises school choice and parental options opportunities in underrepresented magnet zones for Males of Color. 	<p>October 2014-Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

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<p>3. Store data and establish protocols to monitor the progress of Males of Color and other students in our schools to provide avenues to appropriately intervene at the earliest warning signs</p>	<ul style="list-style-type: none"> • MDCPS Office of Educational Equity, Access, and Diversity has established a district wide data base to monitor diversity, equity and access related to educational practices to better serve Males of Color . • MDCPS Office of Educational Equity, Access, and Diversity monitors Males of Color performance profiles to identify student’s areas of deficiencies (absences, suspension, student mobility, etc.) and provide documented interventions. 	<p>August 2014</p> <p>August 2014</p>
<p>4. Adopt and implement promising and proven approaches to reducing absenteeism, especially chronic absenteeism, among Males of Color</p>	<ul style="list-style-type: none"> • MDCPS Juvenile Justice Department and School Police will provide hourly case workers to follow up on the Truancy Referral Process through Attendance Services Office for Males of Color. 	<p>October 2014</p>
<p>5. Develop initiatives and regularly report on progress in retaining Males of Color in school and reducing disproportionate suspension and expulsion rates</p>	<ul style="list-style-type: none"> • MDCPS School Operations initiated for the 2014-2015 school year the Alternative to Suspension Program (ASP) model to reduce suspension/expulsion rates for Males of Color. • MDCPS Alternative Education and Juvenile Justice Departments initiated for the 2014-2015 school year the Alternative to Outdoor Suspension Program (AOSP) model to provide educational centers to better serve Males of Color who are on outdoor suspensions. 	<p>August 2014</p> <p>September 2014</p>
<p>6. Develop initiatives and regularly report on progress in increasing the numbers of our Males of Color and other students participating in advanced placement and honors courses and gifted and talented programs</p>	<ul style="list-style-type: none"> • MDCPS Office of Educational Equity, Access, and Diversity will provide data reports and strategies on existing programs to increase Males of Color participation in advanced placement, dual enrollment, Advanced International Certificates of Education (AICE) honors courses, gifted, Career Technical Education (CTE) industry certification, and talented programs. • MDCPS Schools of Choice/Parental Options provides a list of schools of choice, magnet programs available as well as honor courses available district wide including dual enrollment plus CTE industry certification numbers for Males of Color. 	<p>August 2014</p> <p>Ongoing</p>
<p>7. Encourage colleges of education to adopt curriculum that address the academic, cultural, and social needs of Males of Color, and that the district will maintain data on how these teachers do with our Males of Color</p>	<ul style="list-style-type: none"> • MDCPS Office of Educational Equity, Access, and Diversity will establish partnerships with education programs in local universities and colleges for Males of Color that incorporate curriculum that addresses college readiness preparation, financial aid application assistance, and admission/entrance guidance components. • MDCPS Office of Human Capital and Resource Management monitors data on teacher pedagogical effectiveness via Value Added Model scores for Males of 	<p>August 2014</p> <p>Ongoing</p>

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<p>8. Develop initiatives and regularly report on progress in increasing the numbers of Males of Color and other students who complete the FAFSA</p>	<ul style="list-style-type: none"> • MDCPS Office of Educational Equity, Access, and Diversity provide opportunities for universities and colleges to present to Males of Color on college readiness preparation, financial aid application direction, and admission/entrance assistance to include Free Application for Federal Student Aid (FAFSA). • MDCPS Student Service Department has implemented countywide 12th grade requirements for Males of Color to include completion of FAFSA forms at school site computer labs. • MDCPS Student Service Department conducts monthly meetings with the school site student services department chair and CAP Advisor on reporting and monitoring procedures/status for FAFSA submissions to better serve Males of Color. 	<p>August 2014</p> <p>Ongoing</p> <p>Ongoing</p>
<p>9. Schools will work to reduce as appropriate the disproportionate numbers of Males of Color in special education courses</p>	<ul style="list-style-type: none"> • MDCPS Office of Exceptional Student Education and Information Technology Services will programmatically implement a data tracking system with multiple levels of review to monitor the placement of Males of Color in special education courses. 	<p>October 2014</p>
<p>10. Schools will work to transform high schools with persistently low graduation rates among Males of Color and others and to provide literacy and engagement initiatives with parents.</p>	<ul style="list-style-type: none"> • MDCPS Education Transformation Office has placed Graduation Coaches that provide support and assistance to improve graduation rates at high schools with persistently low rates among Males of Color. 	<p>Ongoing</p>
<p>11. Engage in a broader discussion and examination of how issues of race, language, and culture affect the work of our district.</p>	<ul style="list-style-type: none"> • MDCPS Office of Educational Equity, Access, and Diversity has initiated meetings with community organizations universities, colleges, municipalities, advisory committees, civil services groups, federal, and state agencies to discuss and examine the ways and means to provide pathways for greater equity, access, and diversity in educational opportunities to better serve Males of Color along with how issues of race, language, and culture affect the work of the district. 	<p>August 2014</p>