

# Washtucna School District

## Academic and Student Well-Being Recovery Plan

# Equity Rubric: Attending to Needs of the Most Vulnerable Populations

**Overview:** This tool is designed for the district and schools to assess the quality of their recovery plans by focusing on the most vulnerable populations the organization serves. The rubric is derived from a variety of resources and research provided by The Education Trust, The Aspen Institute, Chiefs for Change, Digital Promise, and other organizations deeply engaged in equitable school reopening for all students. The rubric:

- Is **NOT** designed to answer every question and assess every aspect of an organization’s reopening plan.
- **IS** designed to help analyze how reopening plans attend to equity for their most vulnerable populations.
- Is **NOT** designed to add another layer of complexity to the planning process.
- **IS** designed to help schools and districts easily surface gaps in their plans in relation to serving the most vulnerable populations.

**Identification of Most Vulnerable Population.** The district/school has identified the most vulnerable population it serves including low income students, students of color, English learners, students with disabilities, students experiencing homelessness, foster care students, incarcerated youth, etc.

1	2	3	4
Most vulnerable population has not been identified	Most vulnerable population has been identified	Most vulnerable population has been identified and there is a plan for continuous updating in place	Most vulnerable population has been identified, there is a planning process that includes representatives from the most vulnerable population

**Critical Supports for Most Vulnerable Students and Families.** The district/school has planned to provide a process to identify students for *IEPs* and methods for serving those who already have them, and *mental health services* to the most vulnerable students and families the organization serves.

1	2	3	4
Recovery plan does not specifically address critical supports	Recovery plan addresses critical supports for one recovery model only (e.g. moderate social distancing)	Recovery plan addresses critical supports for multiple models (e.g. mild and moderate social distancing and interventions)	Recovery plan addresses critical supports for multiple models and spells out contingency plans in case of COVID-19 resurgence in school, district, and/or community

**Educational Services for Vulnerable Populations.** The district/school has planned to assess learning loss and provide additional academic supports for their most vulnerable students to ensure equitable access to grade-level coursework.

1	2	3	4
Recovery plan does not specify academic interventions or supports for most vulnerable students	Recovery plan specifies how to assess learning loss for most vulnerable students	Recovery plan specifies how to assess learning loss for most vulnerable students and provides curricular guidance and teaching resources for principal and teachers to use with most vulnerable populations	Recovery plan specifies how to assess learning loss for most vulnerable students, provides curricular guidance and teaching resources for principal and teachers to use with most vulnerable populations, and makes all guidance and resources easily accessible to staff and families

**Operations and Resources for Vulnerable Populations.** The district/school has planned to operationally support the most vulnerable population and aligned adequate resources to those operations. This includes technology access, transportation, clean and socially distant facilities, PPE and safety, and athletics.

1	2	3	4
Recovery plan does not specify how operations and resources will specifically serve vulnerable populations	Recovery plan specifies how operations and resources will specifically serve vulnerable populations for one recovery model only (e.g. moderate social distancing)	Recovery plan specifies how operations and resources will specifically serve vulnerable populations for multiple recovery models (e.g. mild and moderate social distancing, technology access, and transportation)	Recovery plan specifies how operations and resources will specifically serve vulnerable populations for multiple recovery models and spells out contingency plans in case of COVID-19 resurgence

**Communication with Vulnerable Populations.** The district/school is prepared to regularly communicate plans for reopening with caregivers of the most vulnerable population and is prepared to communicate contingency plans.

1	2	3	4
Recovery plan does not include a communication strategy or plan for most vulnerable population	Recovery plan outlines a generic communication strategy for all populations	Recovery plan outlines multichannel, ongoing communication that is targeted to the most vulnerable population	Recovery plan outlines multichannel, ongoing communication with the most vulnerable population and leverages community partners in the communication process

**Staffing for Most Vulnerable Populations.** The district/schools has planned to adequately provide staff and support that staff in their service of most vulnerable populations.

1	2	3	4
Recovery plan does not include a staffing strategy nor professional development for staff serving the most vulnerable population	Recovery plan includes a staffing strategy but no plans for professional development for staff serving the most vulnerable population	Recovery plan includes a staffing strategy and plans for professional development for staff serving the most vulnerable population	Recovery plan includes a staffing strategy and professional development for serving the most vulnerable population. All staff are clear on their roles & responsibilities

**Parent/Caregiver Supports for Virtual Learning.** The district/school has a specific plan for supporting parents/caregivers in remote learning if required.

1	2	3	4
Recovery plan does not include a strategy for supporting parents/caregivers	Recovery plan includes a onetime support opportunity but no sustained support for parents/caregivers	Recovery plan includes sustained support for parents/caregivers	Recovery plan includes sustained support for parents/caregivers and process for feedback and revisions of support

**Notes:**

1. Which vulnerable populations are you serving and/or considering related to your recovery plan?
2. What gaps need to be addressed?
3. What is your plan for monitoring implementation and making course corrections as needed?