The Action for Equity (A4E) multi-phase model is designed to help you build equity and sustainability at the highest levels of your academic course offerings. A4E is your road map to ensuring that your students, and particularly students of color and low-income students, have access to and success in your most academically intense high school programs.

ACCESS OPPORTUNITY: Designed to increase participation rates in AP/IB classes for students of color and low-income students while transforming school culture and adult mindsets.

**Intro**
EOS provides expertise, data analysis, and the tools to help you build upon your strengths to address and close AP/IB participation gaps.

**Expertise**
EOS brings to each partnership a suite of proprietary solutions that meet schools where they are and allow for a customized approach to help you identify, enroll, and support students of color and low-income students as they take on the challenge of enrolling and succeeding in your most rigorous academic programs.

**Partnership**
EOS is your partner, working hand-in-hand with districts and schools to develop and implement a culture of academic excellence where student strengths are identified and valued in ways they haven’t been before.

**Value**
Through implementation of the program, following the Partnership Director’s guidance and the use of the tools provided, schools’ AP/IB programs have increased enrollments by over 40,000 first-time AP/IB students of color and low-income students while actively partnering with EOS.

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**STUDY**
(FALL)

We begin with a leadership orientation designed for district- and school-level leaders. We launch in your district with introductory site meetings. EOS studies the context of your school through on-site meetings and school-wide student and staff surveys.

**STRATEGIZE**
(WINTER)

We examine the data from the student and staff survey to formulate an Outreach Plan, detailing the recommended strategies for encouraging students to enroll in AP/IB courses.

**SUPPORT**
(SPRING)

We track student enrollments in advanced coursework for the upcoming school year and formulate a Support Plan outlining how students and staff will be supported as more students participate in AP/IB.

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5 visits with your Partnership Director covering:

1. Inspiring and energizing district and school leadership for equity
2. Engaging and supporting strong school-based equity teams
3. Data-centered reflection and planning to create equitable learning opportunities in AP/IB
4. Student-centered AP/IB outreach and support
5. Learning-centered outcomes review and reflection

School-specific requests can be facilitated and coordinated directly with your Partnership Director.
EOS LEARNINGS: We are learning from all of you – 540 schools across 180 districts in 29 states – that there is much work to be done after our first year together to ensure that students and staff are supported, next year’s missing students are identified, and that school and district teams have the quantitative and qualitative data needed to continue ongoing success.

TOOLS & RESOURCES

Fall Student Survey and Staff Survey/Recommendations: The Fall student and staff surveys/recommendations serve as our seminal data collection tool and are required for the creation of most EOS products, including Outreach Lists and Student Insights Cards.

Equity Pathways Report: Our analysis of the comprehensive student and staff survey responses combined with recommendations to sustain equity and access in AP/IB coursework.

Student Insight Cards: Student-level profiles that visually provide key insights into student interest, motivation, learning mindsets, academic and performance assets, barriers, and staff advocates.

Outreach List: This list contains predominately underrepresented rising 11th and 12th grade students identified through EOS’ proprietary modeling.

Outreach and Enrollment Tracker: A system that allows schools to execute against and track outreach activities leading to equitable enrollment. EOS analyzes outreach interactions entered into the EOS Portal, along with course request enrollment data, to highlight advocacy and outreach trends impacting equity.

EOS Portal: A secure online platform through which clients access their EOS data tools and analytics, including their Outreach List, Student Insight Cards, and the range of data surfaced through the EOS survey process.

Participation Charts: Gaps Charts showing AP/IB enrollment for 11th and 12th graders by race and income segment.

Support Report: A data- and research-driven guide, supporting student transitions to and success in AP/IB courses. The report combines Fall student and staff survey data, quotes from across the EOS portfolio, and tailored recommendations informed by your data and research-based best practices for student and staff supports.

AVAILABLE SUPPORT

Partnership Director (PD): A PD is assigned to your district and guides the individual schools through a series of steps and activities to meet the agreed upon year-end goals.

Process Management Support: EOS team members monitor your progress. They contact you on a regular basis to ensure you are properly supported.

Phone/Email Support: The EOS team can be contacted by phone or email to support your success.

Webinar Support: Webinars are offered to review data and strategize key aspects of the partnership work.

A Cabinet-level district leader plays an increasingly essential role each year, and works closely with EOS and your partner schools to ensure successful and sustainable implementation.