



Equal Opportunity Schools: Overview



About EOS

Equal Opportunity Schools creates equitable learning environments and ensures that students from diverse ethnic and socio-economic backgrounds have the opportunity to enroll and succeed in your most rigorous high school courses.

Our Approach

We design the Action For Equity (A4E) framework to support schools and districts with the coaching, data analytics and student identification tools necessary to eliminate the opportunity gap. The four phases of A4E build upon one another. Our approach is consultative and collaborative, which yields specific and measurable results.

Our Partnership

Districts are assigned a Partnership Director (PD) to facilitate the A4E model. Through regular visits, presentations and coaching, our partnership increases enrollment in advanced academic pathways, amplifies a student's **sense of belonging**, enhances a student's **experiences**, identifies and removes **systemic barriers** and transforms **adult mindsets**.

Our Action for Equity (A4E) Phases

ACCESS OPPORTUNITY (AO): This phase introduces the core A4E toolbox, analytics, coaching and student identification tools. Successful schools see a 30% increase in the number of students of color and low-income students taking and passing AP[®]/IB courses.

EXPERIENCE SUCCESS (ES): During this phase, districts and schools have access to all AO tools, as well as a new suite of tools and data, to increase cues and experiences of belonging. With these tools, districts track and assess test scores and grades, which improves your understanding of student and staff support needs. This phase includes four (4) half-day trainings on essential equity topics.

EXTEND EQUITY (EE): The third phase is anchored by the Equity Leader Labs; full day professional learning experiences to deepen understanding of the complex forces of implicit bias, race and student experience. These labs propel action toward sustainability as schools and districts continue to access AO and ES tools.

SUSTAIN EQUITY (SE): The fourth phase assumes fidelity to phases 1-3 and builds on these experiences to foster sustainability and self-direction. Using the AO and ES toolbox, schools and districts receive remote support, as they lead their own way through the A4E process.

+ Our Impact

EOS has partnered with 600 schools in 200 districts across 30 states to identify and enroll 50,000 students of color and low-income students.

IN 2018-2019:

- 80% of clients gave EOS a client satisfaction score of 8 or higher.
- 400,000 students and 28,000 staff members took the EOS survey.
- Partner schools had on average a 31% increase in the number of AP[®] passing grades among historically underrepresented students of color and low-income students, during the 2018-2019 school year.



“ Our partnership with EOS not only is resulting in thousands of underrepresented students taking on the challenge of AP® or IB, but we are working together to ensure that our academic culture nurtures access and opportunity, high expectations, and a sense of belonging for all students.”
 - Jack R. Smith, Ph.D., Superintendent of Schools, Montgomery County Public Schools

Regional References

Contact information available upon request.

Brian Schultz

Chief Academic Officer, formerly of Guilford County Schools (NC)

Curtis Carroll

Principal, Charlotte-Mecklenburg Schools (NC)

Robin Carter

Instructional Equity and CTE Program Specialist, Rochester Community Schools (MI)

Samantha Del Valle

Assistant Director of Office for Leading and Learning, Pasco County School District (FL)

Scott Murphy

Director of Secondary Curriculum and Districtwide Programs, Montgomery County Public Schools (MD)

Jason Austin

Principal, Sterling High School (IL)

Vicky Tusken

Secondary Curriculum Coordinator, DeKalb County School District (IL)

Keith Derrick

Principal, Royal High School (CA)

Carolyn Treleven

Executive Director, Teaching and Learning, Franklin Pierce School District (WA)

Regional Districts

West Coast

[Campbell Union High School District](#)
[Irvine Unified School District](#)
[Roseville Joint Union High School District](#)
[San Diego Unified School District](#)

South West

[Arlington Independent School District](#)
[Lamar Consolidated Independent School District](#)

South East

[Bentonville School District](#)
[Charlotte-Mecklenburg Schools](#)
[Guilford County Schools](#)
[Jonesboro Public Schools](#)
[Pasco County School District](#)

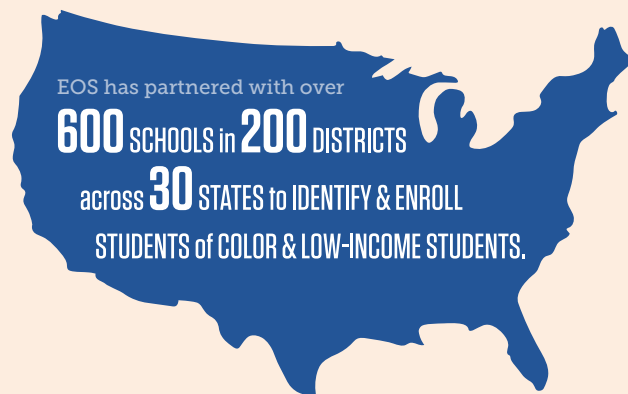
Midwest

[Berkley School District](#)
[Chicago Public Schools](#)
[Farmington Public Schools](#)
[Glenbard Township High School District 87](#)
[Indian Prairie School District 204](#)
[School District of South Milwaukee](#)
[South St. Paul Public Schools](#)
[Springfield School District 186](#)
[Sun Prairie Area School District](#)
[Westerville City Schools](#)

North East

[Madison Metropolitan School District](#)
[Middletown Public Schools](#)
[Montgomery County Public Schools](#)
[New York City Department of Education](#)

*For a full list of district partners visit:
www.EOSchools.org/impact



“ This is important to do on a statewide level... The Governor signed off on this initiative almost 2-1/2 years ago. So we're working in partnership with the Governor's office.”
 - Dr. Karen B. Salmon, State Superintendent of Schools, State of Maryland

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