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.

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 low-income and students of color, have access to and success in your most academically intense high school programs.

**PHASE 1**

**Access Opportunity**
Introduces the core A4E toolbox, analytics, coaching, and student identification tools. Successful schools see a 30% increase in the number of low-income and students of color taking and passing AP®/IB®/AICE courses.

**PHASE 2**

**Experience Success**
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.

**PHASE 3**

**Extend Equity**
Anchored by the Equity Leader Labs, or 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.

**PHASE 4**

**Sustain Equity**
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 more than 700 schools in 220 districts across 30 states to identify and enroll 50,000 low-income and students of color.

IN 2018-2019:
- 86% of clients gave EOS a client satisfaction score of 8 out of 10 or higher.
- 417,000 students and 26,000 staff members took the EOS survey.
- Partner schools had on average a 27% increase in the number of AP® passing grades among historically underrepresented low-income and students of color during the 2019-2020 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., Former Superintendent of Schools, Montgomery County Public Schools

This is important to do on a statewide level... The Governor signed off on this initiative almost 2.5 years ago and we’re working in partnership with their office.”  
- Dr. Karen B. Salmon, State Superintendent of Schools, State of Maryland

EOS has partnered with more than 700 SCHOOLS in 220 DISTRICTS across 30 STATES to IDENTIFY & ENROLL LOW-INCOME & STUDENTS of COLOR.

**REGIONAL REFERENCES**

Contact information available upon request.

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

**Scott Murphy**  
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**Andy Meloche**  
Principal, Berkley School District

**Kristin Ingold**  
Supervisor for AP, AVID, and Gifted Office for Leading and Learning, Pasco County School District (FL)

**Julie McCain**  
AP Teacher, Lamar Consolidated Independent School District

**REGIONAL DISTRICTS**

**West Coast**
- Campbell Union High School District
- Elk Grove Unified
- Irvine Unified School District
- San Juan Unified
- San Rafael City High
- West Contra Costa Unified School District
- Western Placer

**South West**
- Arlington Independent School District
- Austin Independent School District
- Crowley Independent School District
- Lamar Consolidated Independent School District
- Spring Independent School District
- Texarkana Independent School District

**South East**
- Bentonville School District
- Cabarrus County Schools
- Charlotte-Mecklenburg Schools
- Escambia County
- Guilford County Schools
- Jonesboro Public Schools
- Lee County
- Orange County Schools
- Pasco County School District

**Midwest**
- Berkley School District
- Chicago Public Schools
- Elmhurst School District 205
- Farmington Public Schools
- Glenbard Township High School District 87
- Indian Prairie School District 204
- School District of South Milwaukee
- Springfield School District 186
- Westerville City Schools

**North East**
- Arlington Central School District
- Bloomfield School District
- Buffalo City School District
- Greenburgh Central School District
- Madison Metropolitan School District
- Middletown Public Schools
- Montgomery County Public Schools
- New York City Department of Education
- South Orange-Maplewood School District

*For a full list of district partners visit our website: [www.eoschools.org](http://www.eoschools.org)