



EQUAL  
OPPORTUNITY  
SCHOOLS



## Sustain Your Equity Commitment

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.

**SUSTAIN EQUITY:** Designed for partners who are prepared to take nearly full ownership of the process for closing, and keeping closed, opportunity gaps in AP/IB participation, with remote thought-partnership and support from EOS.

### Intro

After having completed the initial intensive phases of the partnership, 85% of partners continue accessing EOS tools, analysis and thought-partnership.

By this phase in a district's equity journey, partners have developed the internal leadership and capacity to sustain their focus on opening access and creating conditions for success for students of color and low-income students in AP/IB coursework.

### Expertise

The EOS team provides each district and school partner with the customization and remote support needed to maintain and build on your progress to date. We ensure timely and accurate delivery of your tools and data, monitor your progress, and make strategic recommendations on the optimal use of your tools.

### Partnership

EOS equips you with the information and guidance needed to ensure your students of color and low-income students continue to equitably access and find success in your highest level courses.

### Webinars

All partners at this engagement level are offered school-level strategy planning webinars timed to coincide with key data shares:

- Setting goals and reviewing data
- Strategizing outreach processes
- Evaluating progress



#### STUDY, RETAIN & SUPPORT (FALL)

Schools receive their fall data, and encouragement to reflect on this information in order to determine strengths and areas of opportunity. Student surveys and staff recommendations take place, and school leaders are invited to a webinar to set goals for the year and review their data.



#### STRATEGIZE & MOBILIZE (WINTER)

School teams take the lead in planning their outreach activities, accounting for needed capacity increases. Core outreach tools will be delivered to schools soon after surveying concludes, and school leaders will be invited to a webinar to strategize outreach to ensure maximum impact.



#### ADVOCATE, ENROLL & REFLECT (SPRING)

The focus of spring is conducting and monitoring outreach activities and checking in remotely to review outreach progress and implement new strategies as needed.

### Value

Maintaining equity requires ongoing monitoring of participation trends and strategically recruiting students who might otherwise be overlooked for this opportunity to experience a rigorous academic environment.

Students are 10-15% more likely to graduate from a 2- or 4-year college if they have taken an AP/IB course. Likewise, they are 25-35% more likely to graduate college if they've taken and passed an AP/IB exam.

Each school year presents a new opportunity to have this impact.



**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.

## STANDARD TOOLS & RESOURCES

**Fall Student Surveys/Staff Recommendations:** The Fall student surveys and staff 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.

**Attrition Report:** An analysis of attrition rates by demographic group and AP/IB experience level, which can be used to evaluate the effectiveness of supports and minimize ongoing attrition.

**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.

**Semester AP/IB Course Grade Analysis:** A visual analysis comparing prior and current semester grade performance for underrepresented and first-time AP/IB takers, including successes and areas for focus.

**AP Exam Report:** A visual analysis comparing year-over-year AP exam performance (as measured by number of students passing exams and pass rates).

## AVAILABLE SUPPORT

**Partnership Team Member:** A team member is assigned to each district, supporting the district and school leads to sustain and drive this work internally through ongoing access to thought-partnership and key tools.

**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.

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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.



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