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| **MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION**  **Public School Monitoring** |

##### SPECIAL EDUCATION AND CIVIL RIGHTS

##### MONITORING REVIEW

## CORRECTIVE ACTION PLAN

Foxborough Public Schools

Monitoring Onsite Year: 2023-2024

All corrective action must be fully implemented and all noncompliance corrected as soon as possible and no later than one year from the issuance of the Special Education and Civil Rights Monitoring Report dated 05/01/2024.

**Mandatory One-Year Compliance Date:** **May 1, 2025**

**Summary of Required Corrective Action Plans in this Report**

| **Criterion** | **Criterion Title** | **Rating** |
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| CR 24 | Curriculum review | Partially Implemented |

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| SPECIAL EDUCATION AND CIVIL RIGHTS  MONITORING REVIEW  **CORRECTIVE ACTION PLAN** |

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| **Criterion & Topic:**  CR 24 Curriculum review | | **Rating:**  Partially Implemented |
| **Department Findings:**  Document review and interviews indicated that the district drafted tools and began training to ensure that individual teachers review all educational materials for simplistic and demeaning generalizations lacking intellectual merit, on the basis of race, color, sex, gender identity, religion, national origin, and sexual orientation, and that appropriate activities, discussions and/or supplementary materials are used to provide balance and context for any such stereotypes depicted in such materials. However, these tools and trainings will not be fully implemented until the 2024-2025 school year. | | |
| **Description of Corrective Action:**  A root cause analysis indicated that the non-compliance was a result of the curriculum review cycle and the belief that our tool within that cycle successfully and proactively supported the implementation of the civil rights regulation.  Corrective actions during the 2023-24 school year included the following: DEI Committees and the Curriculum Leadership team supported the development of draft tools. These draft tools were tested through workshops during a March professional development day and revised according to teacher feedback. A final version of the tool was developed in June 2024 along with a thoughtful implementation plan that allows for a consistent explanation of the tool along with nuance associated with the use of the tool across different content areas. With this plan in mind, the tool was finalized, and a common training presentation was developed to support the implementation of the tool within each department.  During the 2024-2025 School Year, Foxborough Public Schools will fully implement a Bias in Curriculum Reflection Tool to support compliance. The action steps to be completed in the 2024-2025 school year included the following:   * Individual department training. * Follow-up discussion and support through the Curriculum Leadership Team and DEI Committee meetings. * Implementation of the internal monitoring procedures to ensure future compliance. | | |
| **Title/Role(s) of Responsible Persons:**  Stephane Burroughs  Assistant Superintendent | | **Expected Date of Completion:**  06/30/2025 |
| **Evidence of Completion of the Corrective Action:**  Evidence of completion will include:   * Training materials * Attendance * Staff feedback from professional development | | |
| **Description of Internal Monitoring Procedures:**  Throughout the 2024-2025 academic year, there will be consistent conversations and opportunities for feedback through quarterly Curriculum Leadership Team meetings and through monthly meetings with the Diversity, Equity, and Inclusion Committee. This will allow for the implementation to meet the timeline outlined and allow for opportunities to troubleshoot the implementation along the way. Moving forward, the Curriculum Leadership Team established in the 2023-2024 school year, comprised of all department heads and curriculum directors in the district, will be leveraged to ensure future compliance which includes an annual review of the tool and the responsibility of our department leaders to train staff on its use in their respective content, with our department leaders reporting back on its use. For any noncompliance identified, the district will conduct a root cause analysis and implement appropriate corrective action. | | |
| CORRECTIVE ACTION PLAN APPROVAL SECTION | | |
| **Criterion:**  CR 24 Curriculum review | **Corrective Action Plan Status:** Approved  **Status Date:** 07/17/2024  **Correction Status:** Not Corrected | |
| **Required Elements of Progress Report(s):**  By December 19, 2024, the district will submit training materials and attendance sheets to demonstrate that individual teachers have been trained on the curriculum review procedures and the *Bias in Curriculum Reflection Tool.*  By March 10, 2025, the district will conduct an internal review to assess the implementation of the procedures and *Bias in Curriculum Reflection Tool*. The district will submit a summary of the results of the review that includes completed curriculum reflection tools, root cause analysis for any identified concerns, and a summary of additional feedback and/or support provided to teachers, as necessary. | | |
| **Progress Report Due Dates:**  12/19/2024  03/10/2025 | | |