

- 2.a Governance Requirements: the school improved in 2023-24, earning Meets on this indicator.

Waivers: Driver Education, Individual Class Load, Length of School Day, Purchase of Instructional Material, School Principal Duties, Staffing Patterns, and Teaching Load.

Mission: The mission of PCA is to empower all students to embrace learning, achieve their personal best and build their emotional, social, and physical well-being through a quality virtual learning community.

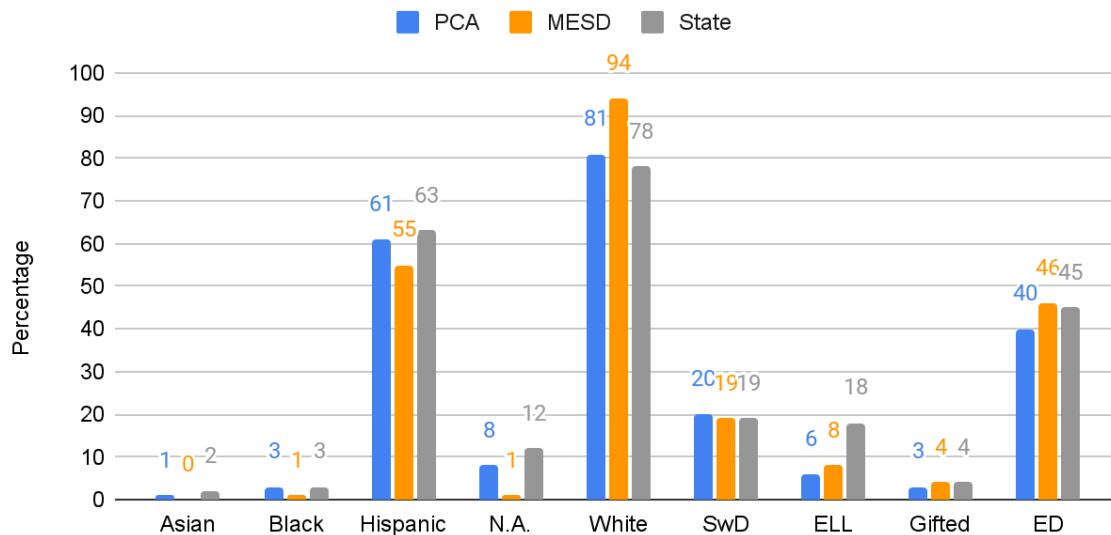
Educational Program:

PCA is a totally virtual school servicing students K-12. PCA provides real-time live instruction daily, including 1:1 support, interventions and interaction through Live Lesson sessions and with the availability of Recorded Sessions. As needed General Education Teachers with Inclusion support from Special Education and Bilingual Teachers are available during office hours held regularly to provide flexible availability to support students. Access an asynchronous and synchronous course available to support students/parents in platform navigation and acclimation to online learning (On Boarding). A visitor provided with a guest link would enter the Live Lesson room. The visitor would "see" students engaged in learning and interacting with their classmates in a live lesson taught by a real teacher in the virtual setting (such as in a Zoom meeting or Google Meet.)

Demographics as reported in Nova 2023-24 (120-Day)

Note. Students are identified as Hispanic independently of their race.

Enrollment by Subgroup (120D) 2023-24



Source: Nova Enrollment Subgroup Percentages with Averages

Academic Performance

Academic Performance Framework Indicators	2022-23 Score	2023-24 Score
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	(100 points possible)	(100 points possible)
1: State Accountability System: NMVistas Overall Score	Traditional 52.9	Traditional 50.8*
2: Subgroup performance: high, middle, and low-performing quartiles	unavailable	unavailable
3: School-specific Goals: if two goals, average of points on each	25	87.5
Overall Academic Score: average of indicators 1 and 3	38.95	69.15

***Note:** Per NM Vistas, point totals from SY22-23 and SY23-24 cannot be compared due to changes in business rules. For more information about point differentials, refer to: [2022-23 Accountability Measures Overview](#) and [2023-24 Accountability Measures Overview.pdf - Google Drive](#)

State Accountability System:

State and federal statute mandates accountability for all public schools. This section provides a snapshot of the school’s academic performance according to data collected by the Public Education Department (PED) for the school years 2021-22, 2022-23, and 2023-24.

The New Mexico State Accountability System ([NM Vistas](#)) gives every public school in the state an overall score. NM Vistas scored schools according to the following designations:

<p>Spotlight: Top 25% of schools, excluding schools with designations of CSI, Graduation Rate or TSI/ATSI</p>	<p>Traditional: No other designation</p>	<p>TSI (Targeted Support and Improvement): Multi-year low performing subgroup(s)</p>
		<p>ATSI (Additional Targeted Support and Improvement): TSI in the lowest 5% of schools. Exit from ATSI status requires an increase in subgroup performance in both of the next 2 years.</p>
		<p>CSI (Comprehensive Support): Lowest 5% of all schools; OR 3 years in ATSI; OR 3-year average of 4-Year Graduation rate is below 66.67%</p>
		<p>MRI (More Rigorous Intervention): on CSI for 3 years</p>

Note: According to the May 20, 2024 NM Vistas revision, the highest **overall** designation a school may receive is “Spotlight,” however, an additional designation/distinction of “Excellence” is assigned to schools scoring above the 90th percentile on specific indicators.

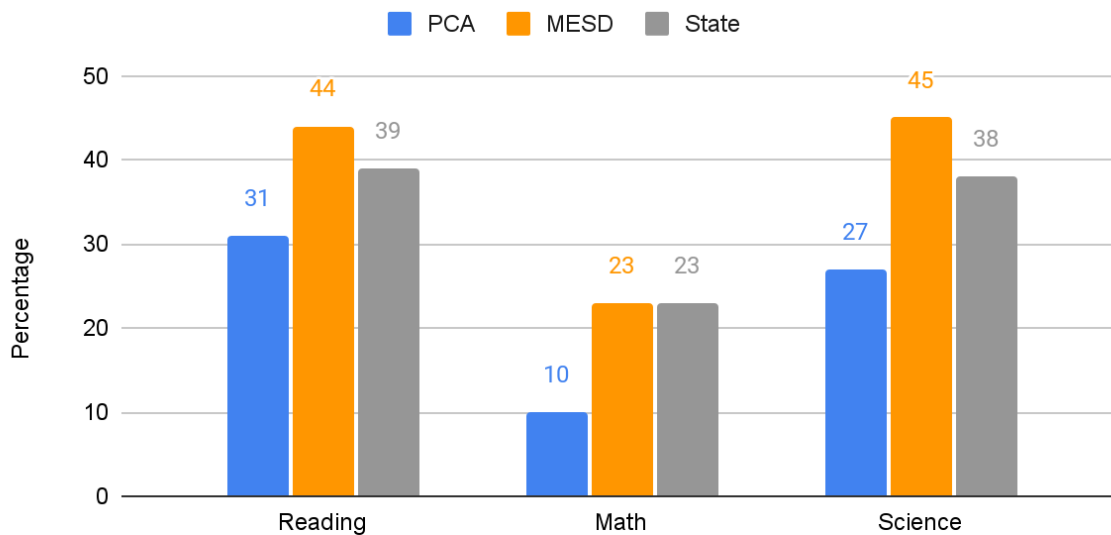
Refer to the [2023-24 Accountability Measures Overview](#) for a summary of indicators included in Vistas calculations. Further details and criteria for each designation are provided in the *Accountability Technical Manual* linked to the [NM Vistas](#) web page.

For the school year 2023-24, **Pecos Cyber Academy** received a designation of **Traditional**.

Proficiency

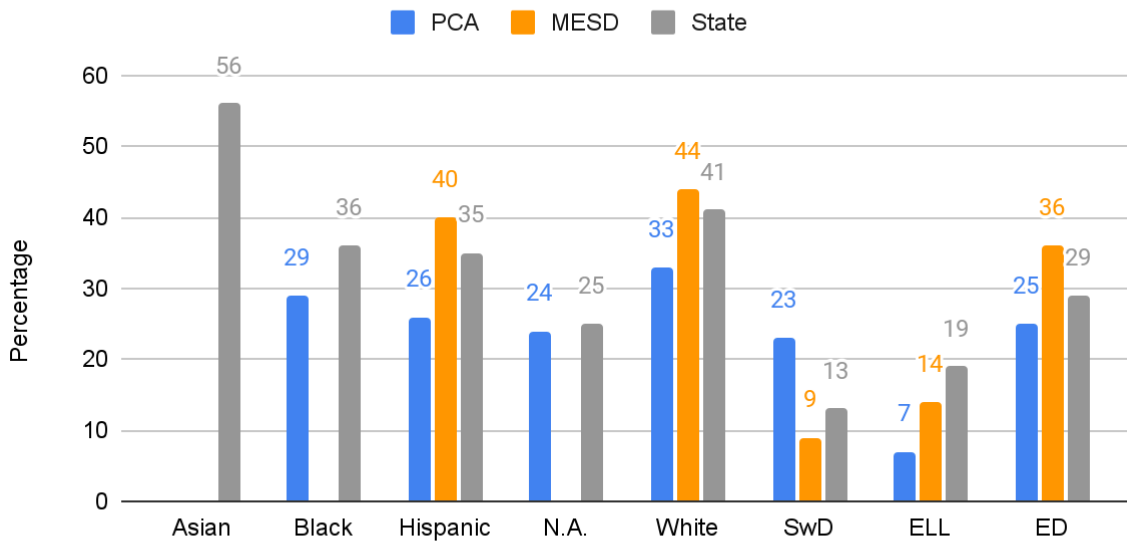
Because science is assessed only in grades 5, 8, and 11, schools that do not serve these grades do not have science proficiency data.

Percent of Students Proficient in Core Subjects 2023-24



Source: NMVistas.org

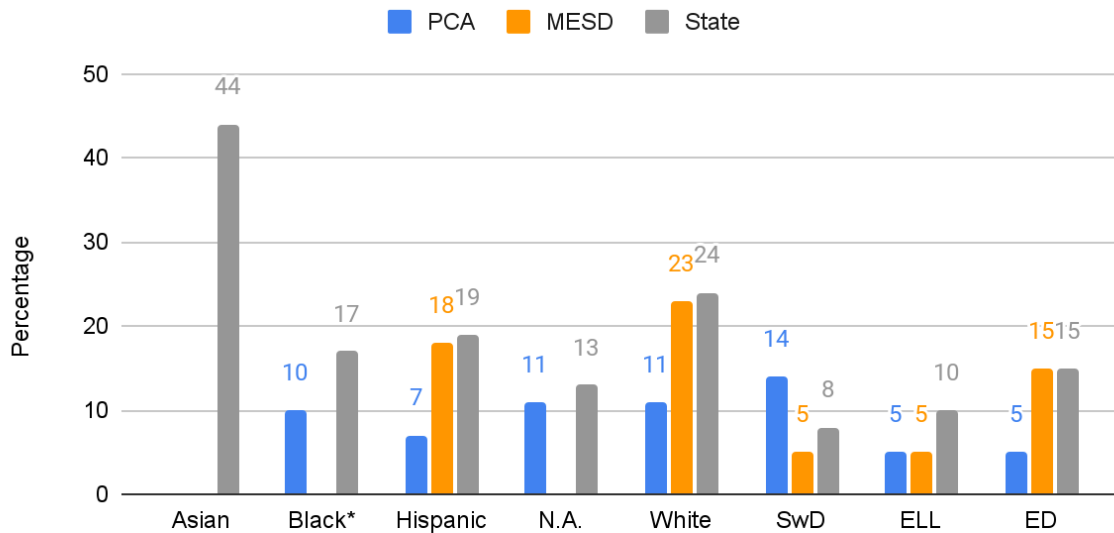
Percent Proficient in Reading by Subgroup 2023-24



Source: NMVistas.org

Note: groups are masked due to population size, and/or some groups are not represented in the school or district.

Percent Proficient in Math by Subgroup 2023-24

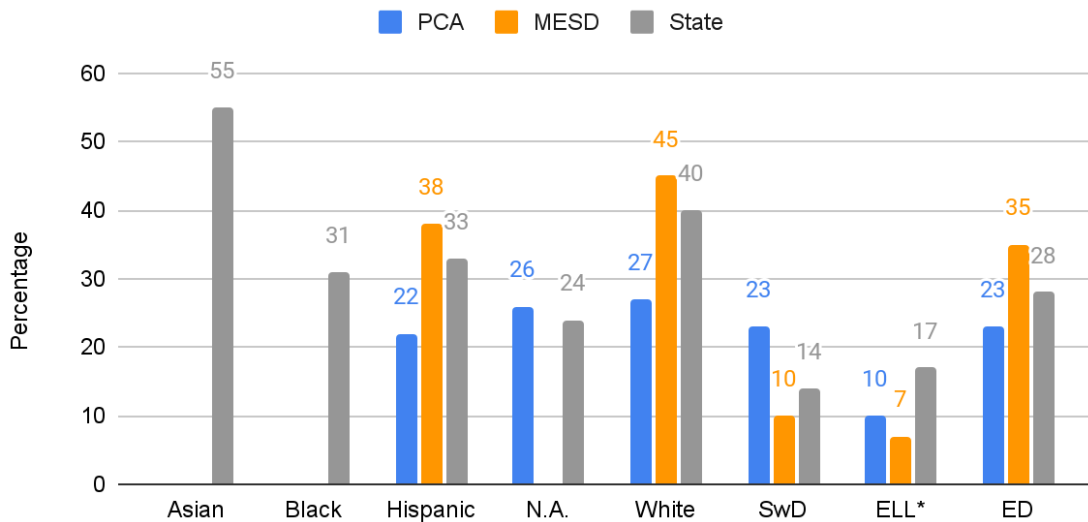


Source: NMVistas.org

Note: groups are masked due to population size, and/or some groups are not represented in the school or district.

***Note:** The school's black population is partially masked, $\leq 10\%$ in math.

Percent Proficient in Science by Subgroup 2023-24



Source: NMVistas.org

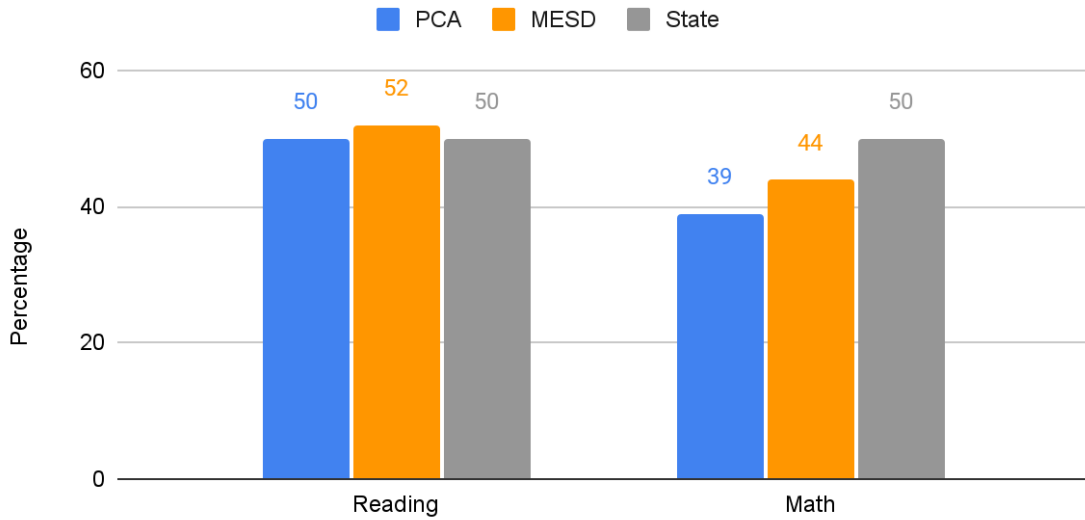
Note: groups are masked due to population size, and/or some groups are not represented in the school.

***Note:** The school's English language learner population is partially masked, ≤10% in science.

Growth

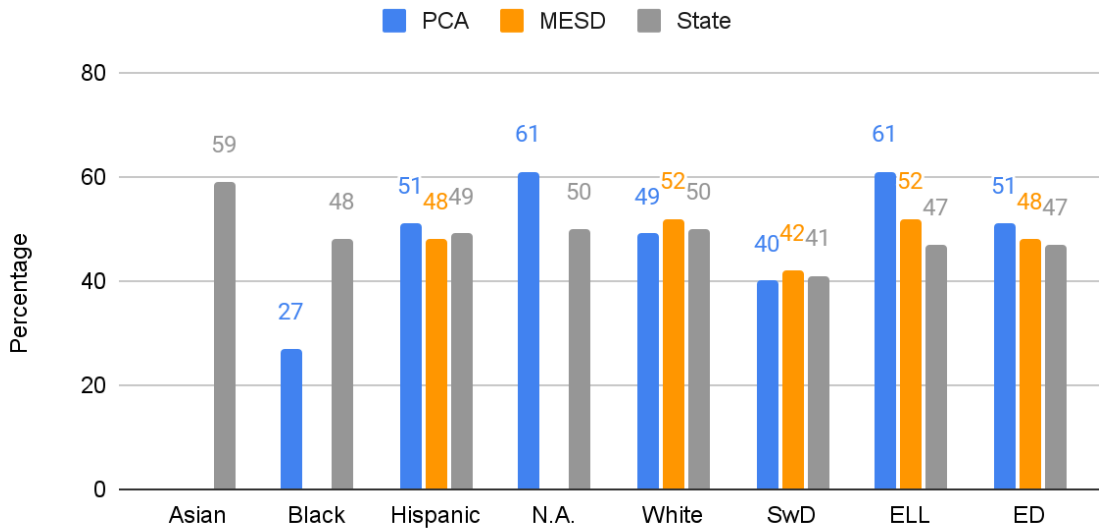
Definition per NM Vistas: median growth of students (Student Growth Percentile, or SGP) in math or reading compared to their peers who had similar scores on previous tests. Percentile ranges from 34-66 represent about a year's growth typical for the academic peer group. Growth is not available for high school students as data is limited to 11th grade SAT and Assessment of Science Readiness (ASR).

Growth Percentile for All Students (2022-23 to 2023-24)



Source: NMVistas.org

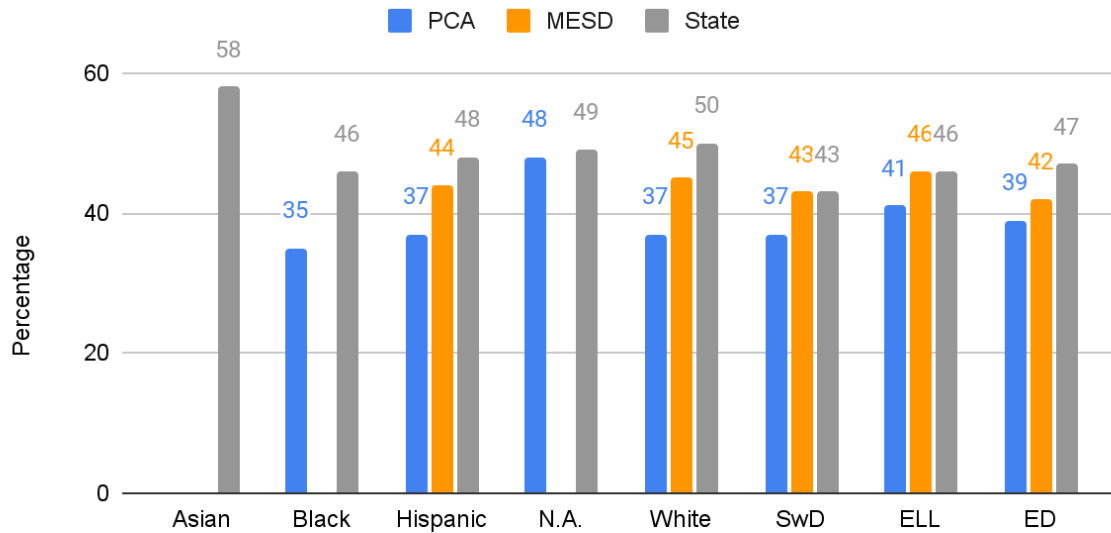
Reading Growth Percentile by Subgroup (2022-23 to 2023-24)



Source: NMVistas.org

Note: groups are masked due to population size.

Math Growth Percentile by Subgroup (2022-23 to 2023-24)



Source: NMVistas.org

Note: groups are masked due to population size.

English Learner Progress (ELP):

English Learner Progress measures the percentage of students currently identified for EL services who are on track toward achieving English language proficiency (an ACCESS score of 4.7 or higher) within five years as measured by the ACCESS English language development assessment. (NMVistas.org)

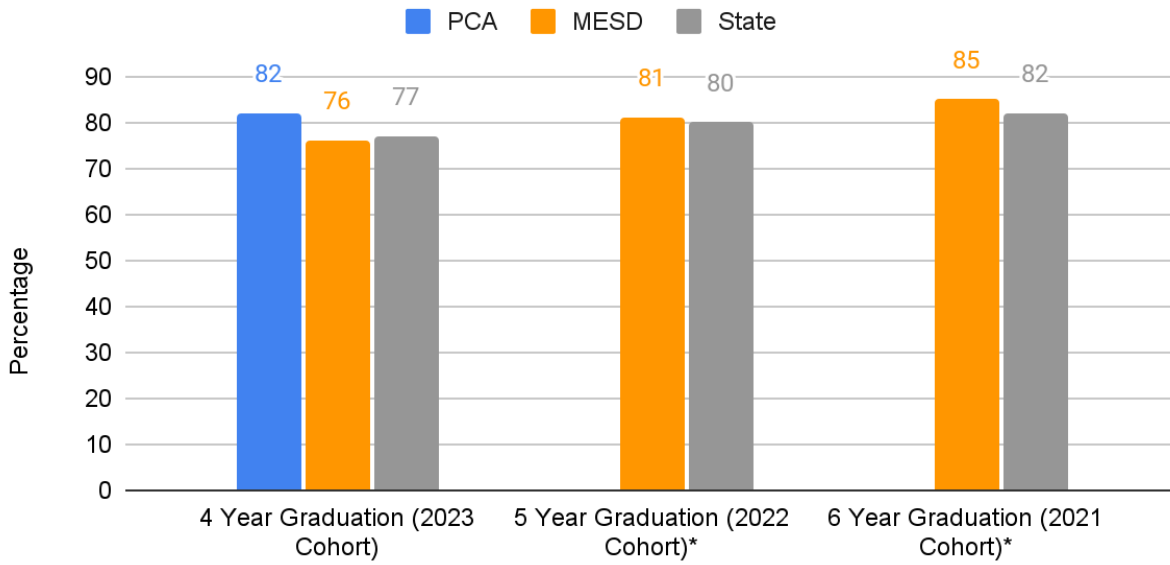
PCA ELP: 5.3%	MESD ELP: 21.9%	State ELP: 17.5%
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Source: NMVistas.org

High School Graduation

Data refer to prior year cohorts, with the most recent 4-year graduation data available for the **2023** graduation cohort, 5-year data for the **2022** cohort, and 6-year data for the **2021** cohort. The 4-year, 5-year, and 6-year graduation rates for these years are provided with comparative data for the state and district. The 4-year rate is then disaggregated by ethnicity and student group.

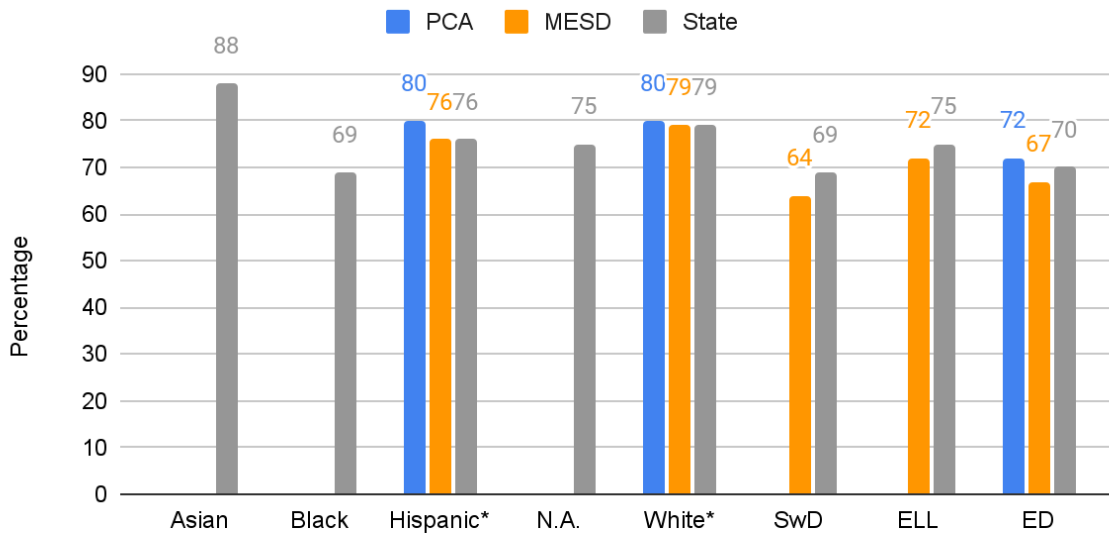
High School Graduation



Source: NMVistas.org

***Note:** 5 and 6-year graduation rates for the school are masked.

4-Year Graduation by Subgroup



Source: NMVistas.org

Note: groups are masked due to population size.

Mission-Specific Goals

Goal 1:

Historical Data: PCA's Fall of 2021 implementation of Renaissance/Star360 to improve the instructional outcomes for all students in the area of Math. 70% of the students enrolled for the full academic year achieved their annual academic growth target, which was the projected scaled score on the short cycle assessment.

Math- All students (K-12) enrolled at PCA for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the math short cycle assessment.

Performance Level	Target	Points
Exceeds Standard	80% or more of students at PCA enrolled for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	100
Meets Standard	65-79% of students at PCA enrolled for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	75
Working to Meet Standard	50-64% of students at PCA enrolled for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	25
Does Not Meet Standard	49% or less of students at PCA enrolled at PCA for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	0

Goal 1 Rating: 78% attainment- Meets Standard: **75 points**

Goal 2:

Historical Data: PCA's Fall implementation of Renaissance/Star360 to improve the instructional outcomes for all students in the area of Reading. 75% of the students enrolled for the full academic year achieved their annual academic growth target, which was the projected scaled score on the short cycle assessment.

Reading- All students (K-12) enrolled at PCA for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the reading short cycle assessment.

Performance Level	Target	Points
Exceeds Standard	80% or more of students at PCA enrolled for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	100
Meets Standard	65-79% of students at PCA enrolled for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	75
Working to Meet Standard	50-64% of students at PCA enrolled for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	25
Does Not Meet Standard	49% or less of students at PCA enrolled at PCA for a full academic year will achieve the student's annual academic growth target (as set by the short cycle assessment) or more on the short cycle assessment.	0

Goal 2 Rating: 84% attainment -Exceeds Standard: **100 points**

Organizational and Financial Performance Framework

2023-24 Overall Rating: Meets Standard

Pursuant to the [PEC Performance Framework and Accountability System](#), schools receive ratings of **Meets Standard**, **Working to Meet Standard**, or **Does Not Meet Standard** for individual indicators in the framework. Explanations for any rating other than Meets Standard are provided below.

The school also receives an overall rating of either **Meets Standard** or **Does Not Meet Standard** for the year. If a school receives a **Does Not Meet Standard** rating for three or more indicators, it will receive an overall rating of **Does Not Meet Standard**.

If a school receives a **Does Not Meet Standard** rating, on any indicator, the CSD and PEC may conduct a closer review the following year on that indicator, and/or the PEC may require the school to submit a corrective action plan in order to specify actions and a timeline to correct the performance deficiency.

A school may receive a **Working to Meet Standard** rating on multiple indicators and still receive an overall rating of **Meets Standard**. If a school receives this rating across multiple years, the CSD and PEC may conduct a closer review the following year on that indicator, and the school will need to address the issue in its renewal application at the end of its charter term.

Multi-year Performance Framework Ratings

Pecos Connections Academy	2022-23	2023-24
Organizational and Financial Performance Ratings		
1a Mission and Educational Program	Meets Standard	Meets Standard
1b State Assessment Requirements	Meets Standard	Does Not Meet Standard
1c Rights of Students with Disabilities	Meets Standard	Meets Standard
1d Rights of English Learners	Meets Standard	Working to Meet Standard
1e Meeting Program Requirements	Meets Standard	Meets Standard
1f NM DASH Plan	Meets Standard	Meets Standard
2a Governance Requirements	Does Not Meet Standard	Meets Standard
2b Nepotism, Conflict of Interest	Meets Standard	Meets Standard
2c Reporting Requirements	Meets Standard	Meets Standard
3a Rights of All Students	Meets Standard	Meets Standard
3b Attendance and Retention	Working to Meet Standard	Working to Meet Standard
3c Staff Credentialing	Meets Standard	Meets Standard
3d Employee Rights	Meets Standard	Meets Standard
3e Background Checks, Ethics	Meets Standard	Meets Standard
4a Facilities	Meets Standard	Meets Standard
4b Transportation	N/A	N/A
4c Health and Safety	Meets Standard	Meets Standard
4d Handling Information	Meets Standard	Meets Standard
4e Information accessible to the public	Meets Standard	Meets Standard
4f School climate	Meets Standard	Meets Standard
5a Financial Reporting and Compliance	Meets Standard	Meets Standard
5b Accounting Principles	Meets Standard	Meets Standard
5c Responsive to Audit Findings	Working to Meet Standard	Meets Standard
5d Managing Grant Funds	Meets Standard	Meets Standard
5e Staffing for Fiscal Management	Meets Standard	Meets Standard
5f Internal Controls	Meets Standard	Meets Standard

Explanation of 2023-24 Indicator Ratings

1.b. Participation rate for math and reading was 82%, the target is 95% for each.

1.d. LCD review indicated the school did not follow the correct EL identification process.

3.b. Attendance percentage rate is 94% (95% target), retention rate is 63% (80% target) and recurrent is 67% (70% target). After reviewing the school's Attendance Improvement Plan, the school has a plan to engage students and parents.

Site Visit Attendees

February 5, 2024

CSD Team: Martica Davis (lead), Kelli Renken, Julianna Montoya, Kimberly Gonzales (remote), Marvin Nogueta (Language & Culture Division) and Shannon Whitney

School Leadership: Dr. Kim Hite-Pope (head administrator), Kelli Loudermilk, Kelley Fontanilla, June Boles, Greg Aguilar, Justin Milano, and Daelena Potter

Governing Board: Monica Arguello

Pecos Cyber Academy School –
Charter Renewal Documentation showing compliance with school condition
(to be completed and submitted to CSD annually)

Condition: The school must provide a plan outlining how the school will incorporate a culturally and linguistically responsive curriculum during the charter term. The plan must include action steps, training, a timeline and persons responsible.

I certify that the following information is true and correct and am submitting this on or before June 30, 2024 for the school year 2023 - 2024.

I affirm that the Information has been collected and is provided in information below, is further detailed in a google document [HERE](#) or is explained further in the comment section below.

Dr. Kim Hite-Pope



Charter School Executive Director or designee

01/02/2025

Date of submittal

1. Culturally and Linguistically Responsive Curriculum plan for school year 2022-2023.

Improvement Actions	Date Completed	Notes on Progress (with date)	Status
<p>Early fall meeting with the equity team to create a Culturally and Linguistically Responsive Curriculum plan for the year. Establish goals with timelines and persons responsible for each goal.</p> <p>PERSONS RESPONSIBLE/ TEAM MEMBERS: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>1/5/22 1/18/22 2/25/22 4/13/22 4/27/22 4/29/22 5/6/22 5/17/22 6/19/22 7/25/22 8/16/22 9/20/22 7/2023 12/20/23 5/18/23 12/2024 05/2024</p>	<p>Semester meeting with academic/administrative team. Semester meeting with CLR and Equity Council to discuss actionable data and next steps. Annual meeting with equity council to review readiness assessment to begin 5/26/2022 and continue for the term of the charter, meetings will continue on a semesterly basis after 9/22 for EC. Annual meeting with the academic planning team. Update will be provided to those not in attendance.</p> <p>The detail of the actions to be taken by the school each year will be incorporated into working documents found here: PCA CLR Implementation Document</p> <p>Goals and action steps for each goal listed below will be identified after the fall meeting of the CLR team annually.</p> <p>*To be determined</p>	<p>completed and ongoing</p>
<p>Goal 1: Creating a Culturally and Linguistically Responsive Culture in the School PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla</p>	<p>*There is no projected complete date as this work is ongoing</p>	<p>CLR School Commitment and PCA Diversity Statement Add additional goals and action steps as determined by the CLR team annually.</p> <p>Annual Equity Survey sent out to all stakeholders regarding equity at PCA reviewed and considered annually: PCA Equity Survey October 2022</p>	<p>completed and ongoing</p>

	<p>Angela Cano Christopher Adams Virginia Romero</p>		<p>Equity Council Agenda: Equity Council Agenda</p> <p>PCA Diversity Statement Included in student handbook: PCA Diversity Statement May 2022</p> <p>PCA Equity Council Mission Statement included in student handbook: PCA Equity Council Mission Statement</p> <p>Vector training provided to whole staff: Vector Trainings</p> <p>Monthly SEL Lessons K-12: SEL Lessons (Teachers also Utilize NEARPOD for SEL lessons)</p> <p>Panorama SEL Survey Spring/Fall 23/24</p> <p>CLR implementation is reviewed by GC annually.</p> <p>Student Samples- CLR/SEL Implementation</p>	
	<p>Goal 2: Infusing Culturally Responsive Resources and Lessons into Curriculum. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>*There is no projected complete date as this work is ongoing</p>	<p>Monthly SEL Lessons K-12: SEL Lessons</p> <p>Dr. Hollie Sharoky Supplemental CLR Curriculum for classroom use: Dr. Hollie supplemental texts</p> <p>Dr. Hollie Sharoky Summer Institute: Summer Institute Items</p> <p>Dr. Hollie Sharoky Whole Staff Book Study: Dr. Hollie Book Study</p>	<p>completed and ongoing</p>

			<p>24-25 SLA Curriculum</p> <p>PCA Focus On Culture: Focus On Culture</p> <p>CLR Teacher Resources: Remote Resources</p> <p>Utilization of NearPod CLR/SEL lessons</p> <p>CLR Curriculum Implementation: How is CLR Embedded</p> <p>*Scope of classroom implementation discussed in weekly staff meetings at all levels. Information is taken to weekly admin meetings to discuss gaps and potential improvement areas.</p>	
	<p>Goal 3: Engaging Students, Parents, and Communities PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>*There is no projected complete date as this work is ongoing</p>	<p>Annual Equity Survey sent out to all stakeholders regarding equity at PCA reviewed and considered annually: PCA Equity Survey October 2022</p> <p>Equity Council Agenda: Equity Council Agenda & PPT</p> <p>Monthly Equity/CLR Presentation at Board Meetings</p> <p>"WE are PCA" Campaign: "WE Are PCA"</p> <p>PCA Diversity Statement Included in student handbook: PCA Diversity Statement May 2022</p> <p>PCA Equity Council Mission Statement included in student handbook: PCA Equity Council Mission Statement</p>	<p>completed and ongoing</p>

			<p>Panorama SEL Survey- FALL 23 (completed) Panorama SEL Survey- SPRING 24 (completed)</p> <p>Student Samples- CLR/SEL Implementation Formation of Student Lead Equity Council for 24/25 SY</p> <p>Formation of Student Led Equity Council 5/2024</p>	
	<p>Goal 4: Ongoing Professional Learning PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>*There is no projected complete date as this work is ongoing</p>	<p>Dr. Hollie Sharoky Supplemental CLR Curriculum for classroom use: Dr. Hollie supplemental texts</p> <p>Dr. Hollie Sharoky Summer Institute: Summer Institute Items</p> <p>Dr. Hollie Sharoky Whole Staff Book Study: Dr. Hollie Book Study</p> <p>PCA Focus On Culture: Focus On Culture</p> <p>CLR Teacher Resources: Remote Resources Vector training provided to whole staff: Vector Trainings</p> <p>McKinney Vento Whole Staff PD: 2/24/2023</p> <p>Special Education Overview Whole Staff PD: 2/24/2023</p> <p>Canvas CLR Micro-Credentialing- 08/2023-05/2024</p>	<p>completed and ongoing</p>

<p>Quarter 2 meeting with the team. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>8/16/22 12/20/23 5/18/24</p>	<p>Annual meeting with the equity council to review the plan, confirm progress and make any adjustments. Update will be provided to those not in attendance.</p>	<p>completed and ongoing</p>
<p>Quarter 3 meeting with the team. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>10/20/23 12/20/23 5/18/24</p>	<p>Annual meeting with the equity council to review the plan, confirm progress and make any adjustments. Update will be provided to those not in attendance.</p>	<p>completed and ongoing</p>
<p>Quarter 4 meeting with the team. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>5/25/23 12/20/23 5/18/24</p>	<p>Annual meeting with the equity council to review the plan, confirm progress and make any adjustments. Update will be provided to those not in attendance.</p>	<p>completed and ongoing</p>

2. Staff training schedule on Culturally and Linguistically Responsive Curriculum

Training Identified	Dates provided	Percentage of staff attendance at trainings	Action required to ensure staff will take training
Dr. Sharoky Hollie-Whole Staff	4/29/22 and 5/6/22	100	Completed
Vector- On Going	ongoing (see link for those completed: Vector Trainings SY22-23) Vector Trainings SY23-24	100	Completed and ongoing
EI with the EITC EITC	June and July 2023	100	Completed
Canvas-CLR Trainings	August 2023-May 2024	100	Completed
Speed Of Trust-Whole Staff Book Study	August 2023-May 2024	100	Completed

3. PCA Readiness Assessment Tool

Improvement Actions	Date Completed	Notes on Progress (with date)	Status
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<p>Fall meeting with the equity council to review Readiness Assessment Tool and to create a plan to better incorporate the items on the tool into the school and mission. Establish steps with timelines and persons responsible to make the improvements.</p> <p>PERSONS RESPONSIBLE/ TEAM MEMBERS: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>9/30/22 12/20/23 5/18/24</p>	<p>The Equity Council completed the readiness assessment in July of 2022. Advisements were drafted based on results of readiness assessment in September of 2022. Equity Council Advisements were provided to Administration in November of 2022. Administration discussed and scheduled PD for the following Semester 2023. Administration also addressed other advisements as they pertain to the mentioned sub-groups in the Yazzie MARTinez Consolidated Lawsuit and addressed these accordingly. Annual meeting with the academic planning team. Update will be provided to those not in attendance.</p> <p>Readiness Assessment SY22-23: Readiness Assessment Report</p> <p>Readiness Assessment SY21-22: Readiness Assessment Report</p> <p>CLR Inventory SY22-23: CLR Inventory Report</p>	<p>Completed and ongoing</p>	
	<p>Steps identified with responsible parties listed</p>			
	<p>Step 1: Equity Council complete readiness assessment. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano</p>	<p>07/2022 and 9/2022</p>	<p>*Readiness assessment has been uploaded to Sharepoint and is not downloadable at this time. I have reached out to tech support to possibly include this document in the future. Readiness assessment was completed in July of 22.</p>	<p>Completed</p>

	<p>Christopher Adams Virginia Romero</p>			
	<p>Step 2: Equity Council will draft advisements and present to administration. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>11/2022</p>		<p>Completed</p>
	<p>Step 3: CLR team will discuss relevant PD with administration. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero</p>	<p>11/2022 and 1/2023 12/20/23</p>	<p>PD as a result of readiness assessment: Vector training provided to whole staff: Vector Trainings McKinney Vento Whole Staff PD: 2/24/2023 Special Education Overview Whole Staff PD: 2/24/2023 Canvas- CLR Trainings: 8/2023-5/2024</p>	<p>Completed and ongoing</p>
	<p>Step 4: Equity council and CLR team will review progress and plan for the next SY. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla</p>	<p>7/2023 12/20/23 5/18/24</p>	<p>Annual meeting with the equity team to review progress, action items and make any adjustments. Update will be provided to those not in attendance.</p>	<p>Completed and on-going</p>

	Angela Cano Christopher Adams Virginia Romero			
	Quarter 2 meeting with the team. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero	8/16/22 12/20/23 5/18/24	Annual meeting with the equity team to review progress, action items and make any adjustments. Update will be provided to those not in attendance.	Completed and on-going
	Quarter 3 meeting with the team. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero	10/20/23 12/20/23 5/18/24	Annual meeting with the equity team to review progress, action items and make any adjustments. Update will be provided to those not in attendance.	Completed and on-going
	Quarter 4 meeting with the team. PERSONS RESPONSIBLE: Dr. Kim Hite-Pope Gregory Aguilar Kelley Fontanilla Angela Cano Christopher Adams Virginia Romero	5/25/23 12/20/24 5/18/24	Annual meeting with the equity team to review progress, action items and make any adjustments. Update will be provided to those not in attendance.	Completed and on-going