



DRAFT

Diversity Plan

Our newly approved BOE Strategic Plan is committed to the principles of: Collaboration, Compassion, **Embracing Diversity**, Innovation, Integrity, **Global Awareness**, and Perseverance. Many of these guiding principles are a point of focus within a culturally responsive school district. During the 2016-17 school year the district aligned our efforts through the work of the diversity planning committee, while using our strategic plan as a guide. The focus areas, action necessary, current status, and expectations for our work beginning in the 2016-17 school year are provided in the chart below:

Focus Areas	Action Necessary	Current Status	Expectations
Identify needs of students, staff, parents, and community	U of M create Pre and post assessments - 2016-2017 Stakeholders complete needs assessment - 2016-2017	N/A	Review data from Needs Assessment to create and sustain additional action points and community learning for all stakeholders
Strategic Plan Embracing Diversity: Using multiple instructional approaches to meet the needs of <u>all</u> students	Identify, develop, and provide sustained instruction to decrease achievement gaps through Strategic Plan's Focus Area of Curriculum, Instruction, and Assessment: <ul style="list-style-type: none"> ● Intensive interventions designed to accelerate learning in basic skill areas. ● Provide opportunity for all students to access advanced 	Achievement gaps have been identified by building across subgroups throughout the district. Limited targeted interventions (MTSS-phase I committee)	Demonstrate the courage and awareness to create an instructional environment that nurtures and develops meaningful relationships between staff and all students, including children of all races, marginalized groups and socioeconomic status.

	<p>course work.</p> <ul style="list-style-type: none"> • Culturally responsive curriculum, instruction, and assessment. 		<p>Provide tiered supports and challenges for all students.</p> <p>Support inclusive learning opportunities for all students</p> <p>Ensure rigorous, innovative and comprehensive curricula.</p> <p>Building and district wide sustained professional development</p>
<p>Strategic Plan Embracing Diversity: Celebrating the unique backgrounds of students and staff while accepting human differences</p>	<p>Facilitate for Students:</p> <ul style="list-style-type: none"> - Youth Dialogue - Student forums and groups - secondary - Character Education <p>Facilitate for Staff:</p> <ul style="list-style-type: none"> - Keynote speaker during district professional development. - Staff (Leadership Teams/Building Reps) Professional Development - Administrator Professional Development and book study - Sustained professional 	<p>Activities/Clubs in buildings across the district:</p> <ul style="list-style-type: none"> -Diversity Forums - MTSS/PBIS (anti-bullying/inclusion) -Kindness Club -Great Kindness Challenge -International Week -International Festival -Lighthouse committees -Outreach committees -Multicultural events -Monthly Town Hall Meetings -Monthly Character Traits -Leader in Me -Fish Philosophy -Buddy Benches/Play Works/Peaceful Playground 	<p>Administrators and staff will provide ongoing opportunities for student activities</p> <p>Students, staff, parents, community, participate in development of district equity activities.</p> <p>50% of staff meetings committed to diversity professional development.</p> <p>50% of ad council meeting committed to diversity</p>

	<p>development during staff meetings.</p> <p>Facilitate for Community</p> <ul style="list-style-type: none"> - BOE presentation - PTO/Booster Diversity Nights - Partner with local agencies/organizations. - FAAPA, GPPUDC, etc. 	<ul style="list-style-type: none"> -WEB/LINK Crew LINKS/KNOTS/ Peer to Peer -Student Recognized Groups (WILLOW/Feminist Group/Arabic Cultural Club/YAF/YDC/LGBTQ) -Generation of Promise -Disability Awareness Workshop -Second Step -Strong Girls/Strong Boys -Student Council Outreach 	<p>professional development: Book study - Cultural Proficiency: A Manual for School Leaders by Lindsey, Robins, and Terrell.</p> <p>Dedicated diversity sessions during November PD.</p>
<p>Communication plan</p>	<p>Promote participation in needs assessment and share results of pre and post data.</p> <p>Provide community with information regarding district wide diversity plan.</p> <p>Promote opportunities for community involvement in diversity activities, ie: PTO events, diversity forums, etc.</p>	<p>Events are currently promoted; however, community participation is low.</p>	<p>Utilize multiple media sources to elicit statistically relevant participation in needs assessment.</p> <p>Carry out communication actions needed through multiple media publications to increase student, staff, and community participation.</p>