

DEI Sub Committee-Student Experience/Climate and Culture

3 Year Plan

1-

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Mission Statement

The DEI committee's mission is to embrace diversity while providing a sustained commitment to equity and inclusion. We will demonstrate this by building meaningful relationships with everyone in our Bulldog Community.

Chalk Talk Feedback (This is Feedback from a community forum that was held in June 2020)

Student Experience--Fast action when correction is needed. Diverse clubs and activities for students to be involved in. Connecting to every student, Every student needs a special connection with at least one adult, Hold black students to the same learning standard as their peers (do not give them a chance to fail before they can learn). Safe spaces, All relationships should be valued. Do teachers/staff recognize when a minority student is the only in the room and make an effort to be intentional? Or can we avoid having one in a class at all? (Can minorities be scheduled together so they are not the only one?) Students mentor students:empower students to help and support other students, older to younger.

Climate and Culture--Pictures of students should show diverse backgrounds, Feeling like you can bring your whole true self to our schools and feel safe and welcome. We are all vulnerable. Recognize and celebrate the broad scope of religions and cultural holidays and celebrations, Who is shown as leadership? Who (what race) is in charge? What books and posters and materials are in the library? Voices need to be heard. Survey kids/staff/parents. Data collection of how they feel about each building, annually.

Year

Action Step **Timeline** **Person Responsible** **Measurable Data** **Ongoing**

1-3

District Student Survey

District Personnel and some members of the DEI committee will create and build Panorama Survey.

2nd-12th grade students in SMFCSD using the Panorama SEL Survey (2-3 times per year) and utilize the data tool in order to inform our practices in the areas of climate and culture in our school buildings. (programming, teacher relationships and proactive initiatives)

Create a Google survey for Kindergarten and First Grade Students (2-3 times per year) and use the data in order to inform our practices in the areas of climate and culture in our school buildings. (programming, teacher relationships and proactive initiatives) 8/2020-5/2021

First Grade

8/2020-5/2021

Kindergarten

9/2020-5/2021

All Students

All Teachers SEL Survey growth and comparison to nationally normed data. Ongoing

1-3

Discipline Data

Review discipline data across all subgroups and develop a plan to address inequalities.

Morning Meetings, restorative circles and/or responsive classroom training to continue to build relationships with students. 9/2020-5/2023 All Building Administrators DASL Discipline data and comparison to total enrollment of the subgroup and percentages of incidents.

Ongoing

1-3

District DEI Complaint Form

Create an anonymous Google Survey with the option to leave contact information for students and families to address concerns about diversity, equity and inclusion that will be sent to the DEI committee chairs.

Protocol to address DEI Concerns and Complaints to support families and students

Create form 9/2020-10/2020

Follow up Protocols

11/2020-5/2023

DEI Student Experience and Culture Sub Committee
The amount of complaints each quarter and meeting with the parents. Ongoing

1-3

SMFCSD Exit Survey

Institute an exit survey created by the district and DEI student experience/climate and culture sub-committee for students and families that choose to go to BOA or transfer.

Protocol to address rectifying complaints and exiting on good terms. Create form 10/2020-11/2020

Follow up Protocols

11/2020-5/2023 DEI Student Experience and Culture Sub Committee
The amount of Exit Surveys each quarter and meeting with the parents or students. Ongoing

1-3

School Based DEI Committees

Create and sustain a structure for the DEI committee work and impact on school culture and climate. (In this committee there should be 2-3 activities per year implemented by this committee to address diversity, equity and inclusion). 9/2020-5/2021 School Based DEI Committees
SEL Survey growth and comparison to nationally normed data in the area of Diversity, Equity and Inclusion. Ongoing

2-3

Scheduling

Intentionally schedule marginalized minorities with similar populations and meet with them to provide comfortability in the classroom setting for grades K-12, but primarily in grades 5-12 where the minority population is much higher. 9/2021-5/2023 Building Administrators
SEL Survey growth and comparison to nationally normed data in the area of sense of belonging and student climate. Ongoing

2-3

Programming

Consider intentionality of representation of diversity in programs, pictures, initiatives and student visits.

Leadership Academy

Programs/assemblies for students of color and students of diverse backgrounds, photos on the website, more diversity on important student organization (e.g. Student Council)

9/2021-5/2023 DEI Student Experience and Culture Sub Committee
SEL Survey growth and comparison to nationally normed data in the area of sense of belonging and student climate.

Vision Statement

The Diversity Equity Inclusivity committee of the Stow-Munroe Falls City School District will intentionally promote equitable opportunities for students and staff through it's school/community partnership, thus increasing student achievement and enhancing social and emotional learning. We will create a new climate where equity, diversity and inclusion drive our decision making and policy guidelines. We will model integrity and transparency while creating a sustainable culture that values and understands that diversity, equity and inclusion are essential to creating a safe, supportive and empowering school environment for all students and staff. We will accomplish this by:

Celebrating diversity and the differences that exist in our community.

Intentionally build relationships with students and families.

Creating pathways to growth and understanding through the use of curriculum, classroom instruction and professional development for all stakeholders in the district.

Generating an equitable environment at every grade level, we will hold staff and students accountable for bringing needed changes to our district.

Currently, the DEI committee is reviewing curriculum, instruction, student experience, climate/culture, the Stow-Munroe Falls community culture, professional development, policy and hiring practices. After the review of these eight areas we create an action plan.