

Olentangy Schools

Equity & Inclusion

Action Plan

Goals for August 2020 through May 2025



Purpose

The purpose of this document is to:

- Identify the diversity, equity, and inclusion goals the district is dedicated to achieving within the next 3-5 years in the areas of Measurement & Accountability, Policy & Handbook, Recruitment & Retention, Training & Education, and Stakeholder Engagement.
- Ensure we are promoting an environment of inclusive excellence for all of our students, staff members, and families.
- Ensure that policies, structures, processes, and educational opportunities are free from bias and discrimination and affirm the rich diversity of our community.

Table of Contents

1. [Measurement & Accountability](#)
2. [Policy & Handbook](#)
3. [Recruitment & Retention](#)
4. [Training & Education](#)
5. [Stakeholder Engagement](#)

Measurement & Accountability

Goal 1 - Select an external consultant to conduct a comprehensive audit of our existing equity & inclusion practices including: (1) reporting, investigation, and disciplinary practices; (2) academics, discipline, and attendance data; (3) athletic programs; (4) hiring practices; and (5) district policies and student handbooks to ensure prohibition of discriminatory language and behaviors. Based on the results of this audit, develop a plan to address any inequities that surface and ameliorate the disparate impact for subgroups.

Goal 2 - Refine & share a clear, step-by-step process with all administrators and district leadership to implement during and after a report is made and throughout the investigation process. This includes reports involving district staff members (including: certified, classified, and administrative staff) or students. Ensure this process denotes following up with both parties to discuss actions taken (as allowable by FERPA), and provide special care to the person(s) that was harmed by the incident, including providing mental health resources and supports that may be helpful in processing their experience and asking for feedback on how the investigative process was handled.

Goal 3 - The district will investigate the appointing of an ombudsperson to address stakeholder complaints regarding the fairness of an equity, diversity, or inclusion related investigation process. The ombudsperson will provide an assessment as to whether the administrator(s) followed a consistent, sound, and thorough process before coming to a conclusion.

Goal 4 - Provide all staff and students with information on how and when to utilize the anonymous Stay Safe, Speak Up! Helpline. Research anonymous reporting systems that include more information to reporters about the progress of their investigation.

Goal 5 - Utilizing best practices in restorative education, the Equity & Inclusion team will formally document and maintain metrics on all restorative education sessions.

Goal 6 - The Equity & Inclusion team will update the community regarding progress made towards implementing outlined goals on a quarterly basis. Updates will be accessible through the following avenues: Board of Education meetings, Diversity Committee meetings, Equity & Inclusion website, and Equity & Inclusion community newsletter.

Policy & Handbook

Goal 1 - Add language into the student handbook and staff handbook that explicitly lays out restorative education sessions as a part of the disciplinary process for students and staff disciplined for diversity related incidents. Bring awareness to the community of what restorative practices are and how they are being implemented.

Goal 2 - Gather examples of discipline policies from other school districts/organizations, analyze various approaches, and research evidence-based best practices. Determine whether OLSD should adopt a new student disciplinary framework (such as a progressive, tiered approach).

Goal 3 - Continue to inform and educate all district employees regarding the annual changes to district policies and student handbook language to ensure consistency of implementation. Update students and families on annual changes to district policies and student handbook language.

Goal 4 - Review the Multicultural/inclusive education policy (2211) to determine whether updates should be made.

Recruitment & Retention

Goal 1 - Ensure all staff and administrators involved in the hiring process receive research-based implicit bias training.

Goal 2 - Review and update all job descriptions to ensure language is inclusive and free from bias. Review the job responsibilities to ensure inclusion-related expectations are outlined for prospective employees of the district.

Goal 3 - Review and update our district recruitment and retention plan annually with the goal of hiring a workforce that more accurately reflects our student population. Communicate an annual report on recruitment and retention practices to the community.

Goal 4 - The Human Resources team will review hiring statistics from the last 5 years and publish diverse staff statistics annually, based on self-reported data. Updates will be accessible through the following avenues: Board of Education meeting, Diversity Committee meeting, Equity & Inclusion website, and Equity & Inclusion community newsletter.

Goal 5 - Assist in mobilizing and supporting affinity group spaces for staff and long term substitutes such as: Black, Indigenous, People of Color (BIPOC), LGBTQIA+, and other underrepresented identities.

Goal 6 - Ensure a member of the Equity & Inclusion team is included in the hiring process, and that diversity is present on interview panels involving community and staff, when hiring building principals.

Goal 7 - Foster relationships with faculty at neighboring HBCUs and also colleges/universities in the Midwest region with a higher number of BIPOC students in their education program.

Goal 8 - Develop a professional mentorship program for new BIPOC certified staff and building administrators in the district.

Goal 9 - Reconvene the BIPOC Educator Focus Group to meet on a bi-annual basis.

Goal 10 - Include a diversity, equity, and inclusion question to be used on the required universal screener and subsequent questions throughout the interview process to ensure all hires possess behaviors and mindsets that are inclusive.

Training & Education

Goal 1 - Implement mandatory diversity, equity, and inclusion professional development training for all staff on an annual basis.

Goal 2 - Ensure an accurate and inclusive curriculum for all students starting in Pre-K through 12th grade.

Goal 3 - Integrate history and contributions throughout heritage months via classroom teaching, building level acknowledgement, and district level acknowledgement.

Goal 4 - Research, develop and offer new elective courses in ELA, Social Studies, and/or the Arts related to diversity and global/cultural awareness.

Goal 5 - Consider elements of Pioneer Day and determine necessary improvements to ensure historical accuracy, representation, and inclusion of diverse perspectives.

Goal 6 - Collaborate with the high school mentorship program coordinators to build a pool of diverse mentors that represent our student population.

Stakeholder Engagement

Goal 1 - Develop a Leadership Advisory Council to provide feedback to the Equity & Inclusion Team and make recommendations to the superintendent.

Goal 2 - Work with building principals and PTO presidents, where applicable, to support diverse parent involvement and collaboratively grow in the ways PTOs can support diversity, equity, and inclusion work and fund allocation.

Goal 3 - The Equity & Inclusion team will host an annual diversity, equity, and inclusion community discussion with parents, students, and district staff.

Goal 4 - Develop and grow cross-district partnerships with the goal of establishing sister classrooms for student diversity, equity, and inclusion exchanges.

Goal 5 - Coordinate with community partners to support the development of a scholarship for current students committed to advancing the work of diversity, equity, and inclusion.

Goal 6 - Develop and maintain a high school and middle school student Leadership Advisory Council as a Superintendent's committee.