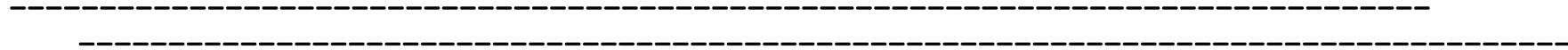


Committee Name: Culturally Responsive Teaching/Professional Development Committee

Goal: Give educators tools to both understand issues, and



Short Term Objectives:	Action Steps:	Projected Date of Completion?	Resources/ Measure of Success?	Progress?
<p>1. Facilitate teacher awareness about student's diverse identities and experiences including (but not limited to):</p> <ul style="list-style-type: none"> ● Religion ● Cultural ● Gender/Sexuality ● Racial ● Ability <p>Who are my students</p>	<p>a. Enlist building champions to help identify and define the groups within the district that our educators need to understand better.</p> <p>GAP analysis</p> <p>b. Create a reading and resource list about these identities</p> <p>Create a professional development video series or podcast that would help educators understand the diverse identities within the district and the challenges they face that educators can handle</p>	<p>a. June 2022</p> <p>b. Ongoing</p> <p>c. Ongoing</p>		<p>a. Not started - DEED can ask this of DEI Champions at the May meeting or send out a questionnaire.</p> <p>b. In progress - Champions have a resource list (articles, websites, books, etc.) that was started but has not gained traction. We can add a tab for REPAC to add to the list for staff to access on the resource page.</p> <p>c. Not started - Are there already podcasts or professional development videos created that we can add to the resource page above? DEED will check into this.</p>

<p>2. Conduct training programs that help educators understand how their own biases inform their teaching and response to issues</p> <p>Who am I?</p>	<p>a. Evaluate the current trainings and resources offered to educators surrounding DEI</p> <p>b. Identify and vet training programs that will help educators to develop an awareness of their own biases without ostracizing reluctant teachers and parents</p> <p>c. Focus on training building champions</p>	<p>a. August 2022</p> <p>b. Ongoing</p> <p>c. Ongoing</p>		<p>a. Not started - DEED will create a form that asks Administrators what additional professional development they are implementing within their buildings. Otherwise, DEED provides the DEI PD for schools.</p> <p>b. Completed - PD internally is being provided for staff to elect to attend during our 4 PD days yearly and DEED selects the consultants to utilize for those trainings.</p> <p>c. Completed - DEI Champions have participated in four 3 hour trainings and have eight 2 hour trainings planned. This will continue throughout the years.</p>
<p>3. Help educators understand how to handle emergent classroom issues and become culturally responsive and trauma informed</p> <p>What do I do?</p>	<p>a. Build or model a program (possibly based in the restorative justice model) for dealing with student issues and conflicts centered on identities</p>	<p>a. July 2022 - Training will be ongoing but will begin in July 2022 for Administrators.</p>		<p>a. In progress - There is a Healing Plan that accompanies the Student Incident Form that allows the students involved in conflict centered on identities to have a restorative plan to foster</p>

	<ul style="list-style-type: none"> b. Train school counselors to help host these conversation c. Help educators move from “discipline and punishment” to “learning and growth” with concrete steps and tactics d. Help administrators create plans for dealing with emergent issues both internally within the school building and externally in communications with the community 	<ul style="list-style-type: none"> b. First Semester 2022 c. June 2023 - PD training plans determined d. January 2023 - Conversation will have started. 		<p>learning and positive relationships.</p> <ul style="list-style-type: none"> b. In progress - School counselors and Social Workers will be trained in restorative practices beginning first semester 2022. c. Not started - DEED will work with the PD office and Principal Supervisors to determine how and when other staff groups can be trained in restorative practices. d. Not started - DEED will begin a conversation with Principal Supervisors as to what this can look like.
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Long Term Objectives:	Action Steps:	Projected Date of Completion?	Resources/ Measure of Success?	Progress?
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<p>1. Help educators create and facilitate a culture of open communication around DEI competencies by establishing a district wide common language and definitions to help educators understand DEI issues and be able to engage in productive conversations .</p>	<p>a. Create a document that defines, district wide, these specific terms (might be a short term goal)</p>	<p>a. August 2022</p>		<p>a. In progress -DEED will present the document of definitions to Learning Support to be discussed and added to. These terms will continue to need to be embedded in staff professional development to create a common language and understanding.</p>
<p>2. Create networking and support opportunities for building champions so they can help their building as well as stay unified with the district's DEI goals</p>	<p>a. Create a slack or other communication channel so building champions can communicate and share best practices as needed b. Host events for Building champions to allow them to network and gain support from each other in real time</p>	<p>a. April 25, 2022 b. April 25, 2022</p>		<p>a. DEED will ask DEI Champions about a communication channel. (I will update this objective based on their responses.) b. DEED will ask DEI Champions if they are interested in events to network in real time beyond their monthly meetings. (I will update this objective based on their responses.)</p>

<p>3. Develop a library of DEI training materials that can be facilitated by building DEI advocates as needed</p>	<p>a. Gather best practices currently in place as well as materials from past trainings</p> <p>b. Centrally locate the materials online where they can be searched and easily accessed</p> <p>c. Provide connections to in district people who can train and troubleshoot issues as they occur</p>	<p>a. Ongoing</p> <p>b. Completed</p> <p>c. Ongoing</p>		<p>a. Completed - There is a DEI Folder that houses the PD presentations, background information related to specific recognition of identities, and ideas related to those recognitions.</p> <p>b. Completed - DEI Champions and district administrators have access to the folder and its contents via google drive.</p> <p>c. In progress - DEED and DEI Champions stay connected regarding school issues. The next step is ensuring that building Administrators are communicating issues with DEED for support. Training for the Student Incident Report form will begin this conversation.</p>
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