



NORRISTOWN AREA SCHOOL DISTRICT

*Acknowledgment and Affirmation of the
District Cultural Proficiency and Diversity Plan*

Recognizing that the Norristown Area School District’s Board of School Directors places high value and is committed to diversity, inclusion, multiculturalism, equity, and belonging,

Be it resolved that all members of the Board of School Directors are fully committed to supporting the District Cultural Proficiency and Diversity Plan as developed by the District Cultural Proficiency Committee and its work to enhance and unify all within the District and educational system, and

Recommends that future Boards of School Directors reaffirm this resolution on the first Monday of December, as part of the annual Board Reorganization Meeting.

School Board President

Date



District Mission Statement:

The Mission of the Norristown Area School District is to provide comprehensive educational programs to prepare all students to become productive, responsible, creative citizens. Norristown Area School District provides a well-developed, full day educational program for all students in all grades, including the necessary support services.

Norristown Area School District Policy 103.2 – Diversity, Inclusion, Race, and Equity:

The district shall utilize principles respecting diversity, inclusion, race, and equity to drive decision-making and assessment within the following subsystems:

- *Curriculum/academics*
- *Extracurricular activities*
- *Assessment*
- *Placement/special populations (Special Education, English Language Development, Gifted)*
- *Discipline*
- *Health/well-being (physical, mental, social, and emotional)*
- *Resource allocation*
- *Family and community engagement*
- *Faculty/staff/administration hiring and employment*

The district shall cultivate the unique gifts, talents, and interests of every child to end the predictive value of social or cultural factors, such as language, ethnicity, race, class, ability, gender, gender identity, and sexuality, on student success.

The district shall build respect, trust, and collaboration with students, families, and the community.

The district shall respect and champion the diversity and life experiences of all community members to support the school division's mission, vision, values, goals, and objectives.

The Superintendent shall be responsible for organizing a district committee comprised of various stakeholder groups to oversee the implementation of this policy and the district's diversity and cultural proficiency plan.

The Superintendent or designee shall be responsible for implementing the goals and action plans of the district's diversity and cultural proficiency plan and for providing progress reports to the Board.

Adopted October 26, 2020

The District Committee has established the following Goals:

Goal #1: Staff

All employees will increase knowledge and practices related to cultural proficiency as measured by the cultural proficiency standards and rubrics within five years.

Goal #2: Families and Community Engagement

Create partnerships with every family and community member to ensure all are included in educational experiences as measured by increasing participation in district and school activities 5% per year for five years.

Goal #3: Hiring and Retention of Staff

Increase the hiring and retention of professional staff members that are more reflective of our multicultural and diverse student and family demographics as measured by application, hiring, and retention statistics to increase the percentage of diverse staff members by 1% per year for five years.

Goal #4: Culture, Climate, and Safety

All buildings in the Norristown Area School District will create a climate of belonging and will ensure the emotional, physical, social and intellectual safety of all students, staff, and parents, and community members as measured by implementing one of the National School Climate Standards per year for five years.

Goal #5: Students

Engage and include students reflective of the district's demographics in the district diversity change process as measured annually by participation rate and the number of policies and practices influenced by student perspective and input.

Goal #6: Curriculum and Instruction

Ensure culturally sensitive and relevant instructional materials and practices are used effectively by all educators to provide meaningful learning experiences to a diverse student body as measured annually by classroom observation and student achievement data.

Goal #7: Diversity, Inclusion, Race, and Equity

Ensure the ongoing relevance and dynamic nature of the district's policy on Diversity, Inclusion, Race and Equity by monitoring, assessing, measuring, and recalibrating the ideals that drive the regulations, procedures, systems, and structures of our district annually.