



# **Susquehanna Township School District**

## **Diversity and Inclusion Plan**

**2017-2020**

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This plan is the result of work of the school district and the community through the Diversity Advisory and represents the beginning of an evolving guide for goals and strategies designed to infuse the principles of diversity and inclusion throughout all the work of the district. This plan focuses on efforts in the areas of Instruction, Communications and Partnerships, Recruitment and Retention, Business, and Climate.

This plan supports the Mission, Vision, and Values of STSD.

**Our Mission:**

The Success of Every Learner.

**Our Vision:**

World Class. Every Day. In Every Way.

**Core Values:**

Every learner deserves a world class education.

We will be a leader in innovation and technology.

The learning environment must be safe and supportive.

Our diversity is our strength.

Community partnerships are vital to our success.

We will act ethically at all levels of the organization.

# **GOALS**

## **Instruction**

1. To provide diversity and inclusion professional development to all district staff
2. To increase the use of culturally responsive teaching strategies and curriculum
3. To increase the proportion of diverse students who participate in advanced programs and courses
4. To encourage the use of culturally relevant character education programs in pre-K through 12th grade
5. Promote the use of culturally relevant strategies for improving student behaviors

## **Communications and Partnerships**

1. To effectively communicate district wide information with all the parents of our district without regard to the language spoken by the parent
2. To promote within the district cultural events and experiences available in the greater STSD community

## **Recruiting and Retention**

1. To increase the number of underrepresented teachers on our staff

## **Business**

1. To increase the number of diverse local vendors who do business with the district

## **Climate**

1. To promote a climate across the district that acknowledges and respects the diversity of our district
2. To help ensure a safe learning environment for all students regardless of race, ethnicity, gender, religion or socioeconomic status

# Strategies

## Instruction

### 1. To provide diversity and inclusion professional development to all district staff

- a. Work with an outside vendor to provide diversity and inclusion professional development at district wide professional development opportunities throughout the year.

Person Responsible	Resources Needed
District Diversity and Inclusion team	Outside vendor that provides D&I PD –getting quotes
<b>Evaluation method:</b> PD included in the 17/18 PD plan; Number of and types of professional development offered; 75% percent of district staff participate in diversity and inclusion PD	<b>Strategic objective:</b> Team Member Engagement

- b. Organize school based diversity and inclusion teams that provide diversity and inclusion professional development opportunities through school based functions such as faculty meetings, student activities and parent organizations. Vereen Group

Person Responsible	Resources Needed
Asst. Supt./District D & I Team/Bldg D & I Teams	D& I PD developed by bldg. teams
<b>Evaluation method:</b> Inclusion in the 18/19 PD Plan; List of school based diversity and inclusion teams and of professional development offered by each team	<b>Strategic objective:</b> Team Member Engagement

### 2. To increase the use of culturally responsive teaching strategies and curriculum

- a. Provide staff with resources to identify culturally relevant teaching strategies, curriculum materials such as texts, music, art, etc.  
b. Make available to staff videos, podcasts, group chats and other varied mechanisms for them to see culturally responsive teaching strategies at work. Vereen group

Person Responsible	Resources Needed
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PE Coord	List of resources/ district library
<b>Evaluation method:</b> Catalogue of resources; Number of resources provided and ways information provided	<b>Strategic objective:</b> Teaching and Learning

**3. To increase the proportion of diverse students who participate in advanced programs and courses.**

- a. Promote the use of various forms of data for identification of underrepresented students in advanced programs and courses
- b. Encourage guidance departments and teachers of advanced programs and courses to identify underrepresented students who have the ability to be successful in those courses
- c. Promote the development and use of support programs for underrepresented students who participate in advanced programs and courses

<b>Person Responsible</b>	<b>Resources Needed</b>
HS Principal/HS Guidance Counselors	Data from AP or advanced class enrollment
<b>Evaluation method:</b> Percentage increase of underrepresented students in advanced programs and courses	<b>Strategic objective:</b> Teaching and Learning

**4. To encourage the use of culturally relevant character education programs in pre-K through 12th grade.**

- a. Each school and program will report to the Human Resources Department, the name and description of the character education program in use at that school or program

<b>Person Responsible</b>	<b>Resources Needed</b>
Principals/HR Dir	None
<b>Evaluation method:</b> List provided by 9/30/2017	<b>Strategic objective:</b> Teaching and Learning

- b. For any school or program not currently using a culturally responsive character education program, provide advice and assistance on incorporating such a program (middle/high school)

<b>Person Responsible</b>	<b>Resources Needed</b>
Asst. Supt.	Culturally responsive character programs
<b>Evaluation method:</b> Programs implemented for the 17/18 school year that are age appropriate and impactful	<b>Strategic objective:</b> Teaching and Learning

**5. Promote the use of culturally relevant strategies for improving student behaviors.**

a. Implement professional development for teaching staff on culturally responsive strategies for improving student behaviors.

<b>Person Responsible</b>	<b>Resources Needed</b>
Asst. Supt.	PD providers
<b>Evaluation method:</b> PD included in the 17/18 PD plan; decrease in disproportionate number of diverse students with suspensions and expulsions	<b>Strategic objective:</b> Facilities and Business Operations

**Communications and Partnerships**

**1. To effectively communicate district wide information with all the parents of our district without regard to the language spoken by the parent.**

a. To provide Spanish translation for district level communications.

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coord.	Translators
<b>Evaluation method:</b> Fully implemented by 18/19 school year	<b>Strategic objective:</b> Community Engagement

b. To make available to parents who speak a language other than English or Spanish translation of district level communications when requested.

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coord.	Translators
<b>Evaluation method:</b> Fully implemented by 19/20 school year	<b>Strategic objective:</b> Community Engagement

c. Offer conversational Spanish courses to front office and reception staff.

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coord.	Language Teacher/ self-taught program

<b>Evaluation method:</b> Fully implemented by 19/20 school year and included in the 19/20 PD Plan	<b>Strategic objective:</b> Community Engagement
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**2. To promote within the district cultural events and experiences available in the greater STSD community**

- a. Implement a Diversity and Inclusion page on the district's website to include more information about the district's diversity and inclusion work and celebrations (Unity in Diversity)

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coord.	Translators
<b>Evaluation method:</b> Fully implemented by 18/19 school year; Electronic file of Diversity and Multicultural Inclusion page; increase in the number of celebrations highlighted	<b>Strategic objective:</b> Teaching and Learning; Team Member Engagement; Community Engagement

- b. Sponsor Community Conversation sessions where community can share ideas and concerns and learn about district initiatives to help inform changes or additions to the Diversity and Inclusion Plan.

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coord.	Translators
<b>Evaluation method:</b> Fully implemented by 18/19 school year; Report on information from the community and changes or additions to the Diversity and Inclusion Plan	<b>Strategic objective:</b> Community Engagement

- c. Using the district's social media resources and website, provide information about cultural community events and activities.

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coord.	Translators
<b>Evaluation method:</b> Fully implemented by 18/19 school year; Electronic file of promotions; increase in number and variety of events promoted	<b>Strategic objective:</b> Community Engagement

## Recruiting and Retention

### 1. To increase the number of underrepresented teachers on our staff

- a. Develop a district wide recruitment committee to assist the Human Resources staff with recruitment of underrepresented teachers
- b. Encourage every employee of the district to be an ambassador for recruitment and retention of underrepresented teachers
- c. Target, through in person, electronic and mail, recruitment efforts at historically black colleges and universities with teacher education programs
- d. Develop relationships with the Department heads for Education programs at local, state and regional colleges and universities to encourage placement of students in our district
- e. Encourage each school interview panel to have diverse and multicultural representation
- f. Encourage each school to make selections from a diverse and multicultural pool of candidates Encourage each school to make selections from a diverse and multicultural pool of candidates

<b>Person Responsible</b>	<b>Resources Needed</b>
HR Director	None
<b>Evaluation method:</b> Immediate; 18/19 school recruiting season; Increase in teacher diversity	<b>Strategic objective:</b> Team Member Engagement

## Business

### 1. To increase the number of diverse local vendors who do business with the district

- a. Make diverse local vendors aware of the opportunities to do business with the district.

<b>Person Responsible</b>	<b>Resources Needed</b>
Business Manager	None
<b>Evaluation method:</b> Increase in numbers of diverse local vendors who register to do business with the district by 19/20	<b>Strategic objective:</b> Facilities and Business Operations



b. Make each school and program aware of the diverse local vendors who are willing to do business with the district.

<b>Person Responsible</b>	<b>Resources Needed</b>
Business Manager	None
<b>Evaluation method:</b> Increase in the number of schools and programs who do business with diverse local vendors by 18/19	<b>Strategic objective:</b> Facilities and Business Operations

c. Continue to require contractors to provide a percentage of their business to diverse subcontractors.

<b>Person Responsible</b>	<b>Resources Needed</b>
Business Manager	None
<b>Evaluation method</b> Review contracts and work to ensure requirements are being met by 18/19	<b>Strategic objective:</b> Facilities and Business Operations

## Climate

1. To promote a climate across the district that acknowledges and respects the diversity of our district

- a. Develop and administer a survey to district staff and secondary students, by categories, to determine the current climate of the district regarding diversity and inclusion
- b. Use the data from the employee climate survey to inform decisions on supports, recruitment, hiring, retention and professional development

<b>Person Responsible</b>	<b>Resources Needed</b>
PE Coordinator	National Climate Survey
<b>Evaluation method:</b> Survey to be delivered bi-annually beginning in 17/18 school year; plans developed for the 18/19 school year to address issues	<b>Strategic objective:</b> Team Member Engagement

2. To help ensure a safe learning environment for all students regardless of race ethnicity, gender, religion or socioeconomic status

- a. Annually review policies and administrative rules regarding discrimination, harassment and bullying

<b>Person Responsible</b>	<b>Resources Needed</b>
Policy Committee/ Administration	Policies
<b>Evaluation method:</b> Documentation of review; increased confidence in student and employee safety	<b>Strategic objective:</b> Team Member Engagement; Teaching and Learning

**b.** Review procedural rules regarding accommodations of transgender students

<b>Person Responsible</b>	<b>Resources Needed</b>
Asst Supt./Bldg Principals/Guidance Counselors/Social Worker	Procedures
<b>Evaluation method:</b> Documentation of review	<b>Strategic objective:</b> Teaching and Learning

\*Diversity is defined as a collection of attributes that include, but are not limited to, characteristics such as race, color, national origin, language, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status and veteran status and differences among people concerning where they are from and where they have lived and differences of thought and life experiences.

**Method of improving the diversity and inclusion plan**

The diversity and inclusion plan will be presented to the School Board of Directors, HOPE teams, and building principals prior to implementation and annually, thereafter, to gather input and make adjustments as needed. In addition, embedded within the plan itself is a method to gather information from the community regarding the plan.