



### ***Northwest Local School District Diversity Plan***



In 2017, the Northwest Local School District created a diversity committee comprised of 30 diverse staff, parents, and community members who care about our district. The committee dedicated 25+ hours to reviewing neighboring districts' diversity plans, evaluating our current challenges and needs, and reflecting on the past. The result was a diversity plan divided into 5 distinct pillars: Curriculum, Leadership, Community Engagement, Staffing, and Student Engagement.

The expectation of the diversity committee is that implementation would begin with the staffing pillar in spring 2018 and full adoption and implementation for the 2018-19 school year. The diversity committee understands that this process may take a few years but the expectation is that it is an ongoing effort and that our pillars are interwoven into the context of the district's work. The diversity committee will expand in the 2018-19 school year to include more staff, parents, and community members as well as students. The purpose of the committee will be to pursue implementation, monitor the success of the implementation, and offer suggestions for modifications and revisions.

Dr. Kristilynn Turney, Assistant Director of Recruitment, Diversity, and Employee Relations will oversee the implementation of this plan and continue to lead the diversity committee with the help and support of Dr. Monique Johnson, Diversity Consultant.

The next two sections of this document are a snapshot of the pillars along with action steps and strategies followed by the diversity plan.

**Northwest Local School District  
Diversity Plan Snapshot**

<u>Pillars</u>	<u>Action Steps</u>	<u>Strategies</u>
<b>Leadership</b>	<ol style="list-style-type: none"> <li>1. Thoroughly review and endorse a comprehensive diversity, equity, and inclusion plan while assessing the scope, measurable outcomes, and rationales.</li>   <li>2. Identify immediate priorities and growth opportunities with diversity-related policy issues such strategic goals, professional development, curriculum, resource materials, and community engagement.</li>   <li>3. Structure a sustainable committee comprised of students from the Superintendent Advisory Team, teachers, district level administrators, building level administrators, and parents to develop and execute a strategy to fulfill the diversity, equity, and inclusion plan.</li> </ol>	<ol style="list-style-type: none"> <li>1. Train administrators and board members in culturally responsible practices.</li> </ol>
<b>Curriculum</b>	<ol style="list-style-type: none"> <li>1. Develop more course offerings for students in the areas of STEM (Science, Technology, Engineering, and Mathematics) across all grade levels.</li>   <li>2. Develop communication</li> </ol>	<ol style="list-style-type: none"> <li>1. Utilize parent events (sports, concerts, etc.) to engage parents in the educational process.</li>   <li>2. Develop a parent curriculum advisory council to ensure consistent opportunities across</li> </ol>

	<p>strategies and review screening/recommendati on processes that target diverse groups of student/parents to promote enrollment in College Credit Plus, Advanced Classes, STEM courses, and the arts.</p> <p>3. Evaluate the success of diverse students in upper level core courses and fine art electives and develop necessary support structures to facilitate continued access to such courses/electives.</p> <p>4. Provide administrators with professional development to develop the skill set and emotional sensitivity to address, mediate, and work through challenging situations as well as recognizing implicit bias.</p>	<p>the district/schools.</p>
<p><b><i>Community Engagement</i></b></p>	<p>1. Survey parents and community to assess cultural knowledge.</p> <p>2. Provide programs and community conversations around the needs as identified from the survey.</p> <p>3. Enhance the annual back to school health fair to include multicultural education and awareness.</p> <p>4. Publicize district events</p>	

	to under developed or poor attendance areas.	
<b>Staffing</b>	<ol style="list-style-type: none"> <li>1. Develop and implement a strategy to establish a pool of minority candidates.</li> <li>2. Simplify the hiring process and increase the speed to extend offers to high quality minority candidates.</li> </ol>	<ol style="list-style-type: none"> <li>1. Set the expectation that at least one minority candidate is interviewed with every posting (whenever possible).</li> <li>2. Recruit from within: <ol style="list-style-type: none"> <li>a. Develop a pathway to teacher certification for interested classified staff.</li> <li>b. Inquire about the status of high quality substitutes and student teachers.</li> </ol> </li> </ol>
<b>Student Engagement</b>	<ol style="list-style-type: none"> <li>1. Update all public materials (manuals, handbook, website) to reflect the district's stance on embracing and respecting diversity.</li> <li>2. Create a student committee to generate ideas to promote monthly discussions/activities that promote and celebrate culture and diversity throughout the school year.</li> </ol>	<ol style="list-style-type: none"> <li>1. Begin district-wide training for all employees on cultural sensitivity and proficiency.</li> <li>2. Track disciplinary incidents for minority students to identify trends and solutions.</li> </ol>

**Northwest Local School District  
Diversity Plan**



**Vision:** To develop a diversity plan that promotes cultural change and competency in the following areas:

- Curriculum
- Leadership
- Community Engagement
- Staffing
- Student Engagement

**Pillar I-Curriculum**

**Goal:** To develop student and parent educational outreach opportunities to increase cultural awareness and participation of diverse students in all curricular and extracurricular activities.

**Focus Area: Educational Outreach**

- Utilize parent events (sports, concerts, etc.) to engage parents in the educational process and educate parents.
- Utilize creative strategies to encourage more people to attend (food, social events, media).
- Develop a parent curriculum advisory council comprised of a representative from each school to ensure consistent opportunities across the district/schools.
- Provide opportunities outside of school hours for tutoring.
- Develop programs that are flexible for working parents.

**Focus Area: Curriculum**

- Develop more course offerings for students in the areas of STEM (Science, Technology, Engineering, and Mathematics) across all grade levels.

- Develop communication strategies and review screening/recommendation processes that target diverse groups of student/parents to promote enrollment in College Credit Plus, Advanced Classes, STEM courses, and the arts.
- Evaluate the success of diverse students in upper level core courses and fine art electives and develop necessary support structures to facilitate continued access to such courses/electives.
- Provide administrators with professional development to develop the skill set and emotional sensitivity to address, mediate, and work through challenging situations as well as recognizing implicit bias.

Focus Area: Culture

- Provide a variety of professional development opportunities to facilitate cultural awareness for student and staff.
- Embed ongoing cultural enrichment/awareness and arts exposure through events, activities, programs, and field trips within each building.

**Pillar II-Leadership**

Goal: To play a supportive role in holding NWLSD accountable in building a more diverse, equitable, and inclusive learning environment that is more reflective of the district's student population.

**Action Steps:**

1. Thoroughly review and endorse a comprehensive diversity, equity, and inclusion plan while assessing the scope, measurable outcomes, and rationales.
2. Identify immediate priorities and growth opportunities with diversity-related policy issues such as strategic goals, professional development, curriculum, resource materials, and community engagement.
3. Structure a sustainable committee comprised of students from the Superintendent Advisory team, teachers, district level administrators, building level administrators and parents to develop and execute a strategy to fulfill the diversity, equity, and inclusion plan.

**Pillar III-Community Engagement**

Goal: To create an inclusive community environment that is safe and celebrates the diversity of our students and community.

**Action Steps:**

1. Survey parents and community to assess cultural knowledge.
2. Provide programs and community conversations around the needs as identified from the survey.

3. Enhance the annual back to school health fair to include multicultural education and awareness.
4. Publicize district events to under developed or poor attendance areas.

### **Pillar IV-Staffing**

Goal: To increase the number of certified minority new hires to make the staff representative of the student population. This also includes the retention of certified minority staff.

#### **Focus Area-Reaching Out**

- Ensure that NWLSD representatives are diverse backgrounds at the career fairs.
- Utilize minority parents and community members on hiring committees.
- Target national and regional organizations for recruitment and getting the word out.
- Recruit from classified staff with a “pathway to teacher certification.”

#### **Focus Area-Hiring**

- Develop and implement a strategy to establish a pool of minority candidates.
- Simplify the hiring process and increase the speed to extend offers to high quality minority candidates.

#### **Focus Area-Retention**

- Establish cultural affinity teams across the district to build a sense of community.
- Offer mentoring to existing and incoming minority staff.
- Involve current minority staff and community members to help increase the minority teaching population.

### **Pillar V-Student Engagement**

Goal: To create an inclusive environment that honors, embraces, and celebrates the diversity of students in our schools and communities.

#### **Action Steps:**

1. Update all public materials to reflect the district’s stance on embracing and respecting diversity.
2. Create a student committee to generate ideas to promote monthly discussions/activities that promote and celebrate culture and diversity throughout the school year.
3. Ongoing district-wide training for all employees on cultural sensitivity and proficiency.
4. Develop a concern box to be placed in schools for students and staff to anonymously voice their concerns about diversity and inclusion.
5. Track disciplinary incidents for minority students to identify trends and solutions.