Diversity & Inclusion Plan 2020
Fall Update
Dr. Jack Cagle
Dr. Kevin Lancaster
Dr. Takeda LeGrand

How did we get here?

- Video: Racial Demographics Are Remaking America
- https://www.youtube.com/watch?v=Gqr66av6kOM
- Browning of America
- Geographical Shifts
- Economics
- Educational

Where are we?

- Diversity & Inclusion Taskforce-meet quarterly
  - Schools
  - District
  - Community
  - Businesses
  - Gender
  - Race/Ethnicity
  - Age
- Collected feedback from all schools, central office and various community organizations and community members
- Continuous Improvement Document (adjustments are ongoing)

Where are we going?

Goal 1: Increase cultural awareness of all teachers, administrators, staff and students.
    Objective 1.1 Diversity and Inclusion training
    Objective 1.2 Train-the-Trainer Model
    Objective 1.3 Implement a cultural environmental scan walk-through tool

Goal 2: Recruit, hire, and retain teachers, administrators and staffs of color.
    Objective 2.1 Establish new partnerships and strengthen existing partnerships.
    Objective 2.2 Advertise with organizations who serve or represent people of color
    Objective 2.3 Host events for teachers, administrators and staff of color
    Objective 2.4 Review staff exit surveys and respond to findings

Goal 3: Increase diverse community, parent, business and stakeholder engagement.
    Objective 3.1 Diversity and Inclusion Taskforce
    Objective 3.2 Participation in community organizations
    Objective 3.3 Diverse teams and committees at the district and school levels

Goal 4: Develop a comprehensive instructional plan that is inclusive and reflects diversity.
    Objective 4.1 Train staff on diversity and inclusion instructional practices
    Objective 4.2 Implement diversity and inclusion instructional practices
    Objective 4.3 Lesson plan design

Goal 5: Increase participation of students of color or other minority groups in all curriculum, co-curricular and extracurricular activities and programs.
    Objective 5.1 Training on age appropriate topics that may impact student choices
    Objective 5.2 Market opportunities to parents and family
    Objective 5.3 Diverse student participation

Goal 6: Reduce the overuse of discipline practices that remove students of color or other minority groups from the classroom.
    Objective 6.1 Review the North Carolina Discipline Data Reporting Procedures
    Objective 6.2 Analyze discipline data and respond to findings
    Objective 6.3 Provide alternative behavior training opportunities

How are we going to get there?

Goal 1: Increase cultural awareness of all teachers, administrators, staff and students.
- ❑ Dr. Takeda LeGrand

Goal 2: Recruit, hire, and retain teachers, administrators and staffs of color.
- ❑ Dr. Kevin Lancaster

Goal 3: Increase diverse community, parent, business and stakeholder engagement.
- ❑ Dr. Dale Ellis

Goal 4: Develop a comprehensive instructional plan that is inclusive and reflects diversity.
- ❑ Dr. Jeff James

Goal 5: Increase participation of students of color or other minority groups in all curriculum, co-curricular and extracurricular activities and programs.
- ❑ Dr. Alisha Ellis

Goal 6: Reduce the overuse of discipline practices that remove students of color or other minority groups from the classroom.
- ❑ Dr. Jack Cagle & Dr. Pokie Noland

❑ Next Steps:
- ❑ Add Dr. Ellis' intro letter explaining the development of the plan and rationale for the plan.
- ❑ Survey taskforce members to work in subgroups by goal.
- ❑ Dr. Terrance Ruth, NC Executive Director, NAACP, facilitate a definition, vison and mission statement session for district and school-level teams on December 5th, 1 PM- 4 PM
- ❑ Quarter Two Taskforce Meeting-December 6th, 3:30-4:30
- ❑ PDSA Model

What do you think?

Questions, comments, ideas and concerns.