



Diversity & Inclusion Plan 2020
Board Of Education Update
March 2018

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

Who will guide us 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.

☐ **Mrs. Ellen Jones and Mr. Wade Auman**

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 and Mrs. Deidra Steed**

Goal 6: Reduce the overuse of discipline practices that remove students of color or other minority groups from the classroom.

☐ **Drs. Jack Cagle & Pokie Noland**

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

❑ Objective 1.1: Diversity and Inclusion Training

- ❑ NC A&T State University, Leadership Academy Week 2017-18 (Cultural Competence, Leadership, and Strategic Planning)
- ❑ Dr. Terrance Ruth, NAACP, Executive Director (Economic and Societal Impact)
- ❑ D & I Tidbits via weekly Cabinet Notes
- ❑ Dream Builders Communication- readiness observations (results on March 8th)
- ❑ Survey-Vision, Mission, and Definition Statements (Next Slide)
- ❑ Begin the Train-the-Trainer Summer 2018 and Leadership Week 2018-19 (Objective 1.2); and Adopt/Adapt an Environmental Scan Tool for School and Classroom Practices (Objective 1.3) by the end of 2018-2019

Diversity & Inclusion Guiding Principles

- ❑ Collected formal and informal feedback from all schools, central office, board members, and various community organizations, and community members. After three drafts and revisions, the statements were presented to the public for final input.
 - Survey posted online for three weeks; 152 Responses (60% teachers, 11% parents, 11% students, 15% staff, 3% business/community partners)

Vision Statement

☐Montgomery County Schools is committed to creating a culturally diverse, responsive, and inclusive school system that works to protect the dignity of all stakeholders.

- 92%, Strongly Agree, Agree, OR Neutral

Mission Statement

☐ Montgomery County Schools will intentionally foster institutional equity, diversity, and inclusion through education.

- 92%, Strongly Agree, Agree, OR Neutral

Diversity Definition

- ❑ Valuing human differences (race, ethnicity, gender, gender identity, sexual orientation, age, physical ability, attributes, ethical value system, national origin, political and religious beliefs, etc.) among all.
 - 94%, Strongly Agree, Agree, OR Neutral

Inclusion Definition

- ❑ Every school and community partner is represented, included, and respected in the entire education process.
 - 91%, Strongly Agree, Agree, OR Neutral
- Schools will adopt the Diversity and Inclusion definitions for operational purposes, but will work with their students, parents, and staffs to create their own Diversity and Inclusion vision and mission statements by May 2018.

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

❑ Objective 2.1: Establish new partnerships and strengthen existing partnerships.

❑ Attending Historically Black Colleges and Universities' Career Fairs

❑ Winston-Salem State University

❑ North Carolina A&T State University

❑ Fayetteville State University

❑ Recruitment Data

❑ 2016-17: 15% New staff hired represented the non-white race

❑ 2017-18 : 29% New staff hired represented the non-white race

❑ 30% of the new staff of color hired in 17-18 were for administrative positions

❑ Retention Efforts: Majority have local ties to the community, partnership w/UNC Charlotte for Beginning Teacher Support, and partnering w/neighboring district on Praxis prep.

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

☐ Objective 3.1- Establish a Diversity and Inclusion Taskforce

☐ Diversity & Inclusion Taskforce-meet quarterly

☐ Schools, District, Community, Businesses, Gender, Race/Ethnicity, Age, Ideas/Interest

☐ Assigned taskforce members to work in subgroups by goals and based on interest profile

☐ Quarter Three Meeting- May 2, 2018, 3:30-4:30, MCS Staff Dev. RM

☐ Complete a strategic tracking sheet at the End-of-Year aligned to the Plan-Do-Study-Act Model

☐ Marketing Plan- Marketing firm, comparison to charter school, stakeholder interviews, and a marketing plan presentation to the board in April with action steps and funding commitments.

☐ Objective 3.2- Participation in Community Organizations (Executive Staff Membership/Participation/Support)

☐ Friends-in-Focus

☐ Rotary International

☐ NAACP

☐ First Health of the Carolinas Foundations/Committees

☐ Montgomery Community College Foundations/Committees

☐ Juntos

☐ Montgomery County Government (Library/Health Dept./Social Services/Cooperative Ext., etc.)

☐ Juvenile Crime Prevention Council

Goal 4: Develop a comprehensive instructional plan that is inclusive and reflects diversity. Mrs. Ellen Jones and Mr. Wade Auman

- ☐ 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
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- ☐ These objectives are currently a part of the work in Goals 1 and 5, but will serve as a bridge and connect the work at the school-level, after we adopt/adapt a classroom walkthrough tool in year two of the plan (2018-19) and begin the train-the-trainer work for ongoing monitoring and support.

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 and Mrs. Deidra Steed

- ☐ Objective 5.1 Training on age appropriate topics that may impact student choices
 - ☐ Parent nights/Open houses
 - ☐ Counseling students on available opportunities earlier
- ☐ Objective 5.2 Market opportunities to parents and family
 - ☐ MoVE Brochure
 - ☐ Early College Brochure
 - ☐ Social Media
 - ☐ District received the AP award from CollegBoard and the NCDPI for Minority Test Participation
 - ☐ District Marketing Plan-In-progress
- ☐ Increase the lowest subgroup participation by 5% in the MERIT After School Program, Advanced Placement Courses, Career and College Promise Courses, Career & Technical Education Concentrators and Clubs, Advanced Via Individual Determination (AVID) Program, and Middle School students taking High School Courses for Credit.
- ☐ Preliminary Results:
 - ☐ Fall 2017 to Spring 2018, Middle School students taking Spanish I/II for high school credit increased (+25%), w/ most promising increase among our Hispanic students.
 - ☐ Between 2016-17 and 2017-18, College and Career Promise enrollment increased (+14%), w/ most promising increase among our Hispanic and African American students.

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

☐ Objective 6.1 Review the North Carolina Discipline Data Reporting Procedures

- ☐ Principals and Data Managers reviewed and received a copy at their beginning of the year meetings

☐ Objective 6.2 Analyze discipline data and respond to findings

- ☐ Mid-Year Review with Principals and Instructional Leadership Teams

- ☐ Trained Green Ridge Elementary School in Module One Positive Behavioral Intervention and Support (PBIS)

- ☐ Troy Elementary School Module Two PBIS-Secondary Behavioral Interventions

- ☐ Proactive Academic Classroom Experience (P.A.C.E) is in the classroom at Green Ridge (Therapist Three ½ days/week)

☐ Preliminary Results:

School Year	OSS Incidents	OSS Days Lost
2016-17 (Year)	769	1863
2017-18 (Semester 1)	174	399

What do you think?

Questions, comments, ideas, and concerns.

