Montgomery County Schools Diversity and Inclusion Plan 2020-2025

NOTICE OF EQUAL OPPORTUNITY AND NON-DISCRIMINATION

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Dr. Dale Ellis, Superintendent

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

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

Core Values
High Expectations	High Ethical Standards
Student Centered	Continuous Improvement Focus
Inclusive Practices	Data Driven

Diversity and Inclusion Definitions
Diversity: 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.

Inclusion: The entire education process will represent, include, and respect every school and community partner.
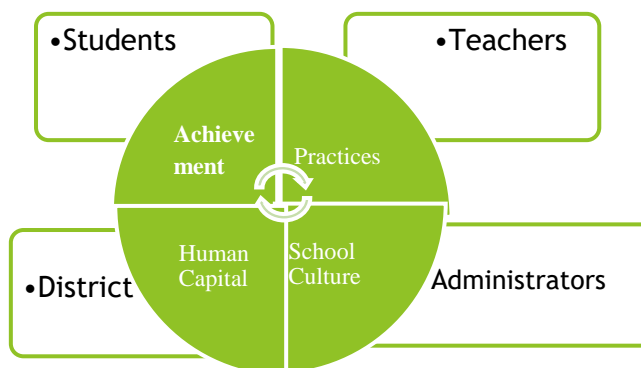
Diversity and Inclusion Taskforce Leadership Team
Dr. Takeda LeGrand, Associate Superintendent, Chair
Dr. Jack Cagle, Director of Community Engagement, Ex Officio Member
Mr. Tracy Grit, Interim Associate Superintendent, Ex Officio Member

Superintendent Letter

Dear Students, Parents, Community Members and Friends:

Montgomery County Schools is a community of lifelong learners and leaders. We believe in continuous improvement as evidenced by our implementation of the Plan-Do-Study-Act Model throughout the district. Accordingly, I am proud to share our Diversity and Inclusion 2025 Plan, which is reflective of our commitment to the PDSA Model, continuous improvement, and maximizing opportunities for all of our students and staffs.

Chiefly, the Diversity and Inclusion 2025 Plan is a direct continuation of the Board of Education's 2020 Plan. I would like to thank the Board of Education, district-supports, teachers, principals, students, parents and dedicated community partners for their commitment to making sure all students learn to the highest level. I hope you will take time to review the key goals that are designed to support our work with graduating College and Career Ready students, by preparing them to succeed in a globally diverse society, providing rigorous educational experiences, and building positive relationships with all members of our community.

I thank the members of our Diversity and Inclusion Taskforce who work tirelessly to give of their time, ideas, and support to ensure we implement the Diversity and Inclusion 2025 Plan with fidelity.

As Superintendent of Schools for Montgomery County, I consider it a distinguished honor to collaborate with students, parents, community members, and businesses to ensure that we graduate life-ready, globally competitive students who are leaders in their community, who value diversity, and who are College and Career Ready.

To learn more about all of our efforts you may contact me directly or visit our website at **www.montgomery.k12.nc.us** .

Enter to Achieve, Leave to Lead!

Yours in Education,

Dr. Dale Ellis

Dr. Dale Ellis

Montgomery County Schools Diversity and Inclusion Plan

Goal 1: Increase cultural **practices** of all teachers, administrators, staff and students.
Objective 1.1 Cultural responsive and equity training
Objective 1.2 Train-the-Trainer Model
Objective 1.3 Implement a standing support group-Teaching-in-Color for teachers focused on race
Objective 1.4 Establish a district equity monitoring team

Goal 2: Recruit, hire, and **retain underrepresented** teachers, administrators and staffs.
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 Implement an affinity group for new teachers of color
Objective 2.4 Review staff 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: **Implement** a comprehensive instructional plan that is inclusive and reflects diversity.
Objective 4.1 Train staff on cultural responsive instructional practices
Objective 4.2 Implement cultural responsive instructional practices
Objective 4.3 Implement class room walkthrough and equity monitoring tools

Goal 5: Increase participation and the **success** of **underrepresented** groups in all **curriculum programs**.
Objective 5.1 Training on age appropriate topics that may affect student choices
Objective 5.2 Market opportunities to parents and family
Objective 5.3 Increase student participation in career and college courses

Goal 6: **Eliminate** the overuse of discipline practices that remove students from the classroom.
Objective 6.1 Implement restorative practices
Objective 6.2 Analyze discipline data and respond to findings
Objective 6.3 Provide alternative behavior training opportunities

Goal 1: Increase cultural practices of all teachers, administrators, staff and students.

        Objective 1.1 Cultural responsive and equity training

        Objective 1.2 Train-the-Trainer Model

        Objective 1.3 Implement a standing support group-Teaching-in-Color for teachers

        focused on race

        Objective 1.4 Establish a district equity monitoring team

Goal 1: Increase cultural practices of all teachers, administrators, staff and students.					
Objective #	School Year	Person(s)	Measure/Indicator (How will you know if the step is completed correctly?)	Start Date	End Date

STUDY: Goal 1: Increase cultural practices of all teachers, administrators, staff and students.		
1. What worked and how do you know?	2. What didn't work and how do you know?	3. Do you need any additional assistance as you look at your results and start planning for next year?

ACT: Goal 1: Increase cultural practices of all teachers, administrators, staff and students.
Reflect on the data analysis for the year so far : Continue with the Target Goal OR Revise the Target Goal for next year.

Goal 2: Recruit, hire, and retain underrepresented teachers, administrators and staffs.

    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 Implement an affinity group for new teachers of color
    Objective 2.4 Review staff surveys and respond to findings

Goal 2: Recruit, hire, and retain underrepresented teachers, administrators, and staffs.					
Objective #	School Year	Person(s)	Measure/Indicator (How will you know if the step is completed correctly?)	Start Date	End Date

STUDY: Goal 2: Recruit, hire, and retain underrepresented teachers, administrators, and staffs.		
1. What worked and how do you know?	2. What didn't work and how do you know?	3. Do you need any additional assistance as you look at your results and start planning for next year?

Goal 2: Recruit, hire, and retain underrepresented teachers, administrators, and staffs.
Reflect on the data analysis for the year so far :   Continue with the Target Goal OR Revise the Target Goal for next year.

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

Objective #	School Year	Person(s)	Measure/Indicator (How will you know if the step is completed correctly?)	Start Date	End Date

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

STUDY: Goal 3: Increase diverse community, parent, business and stakeholder engagement.		
1. What worked and how do you know?	2. What didn't work and how do you know?	3. Do you need any additional assistance as you look at your results and start planning for next year?

ACT: Goal 3: Increase diverse community, parent, business and stakeholder engagement.
Reflect on the data analysis for the year so far : Continue with the Target Goal OR Revise the Target Goal for next year.

Goal 4: Implement a comprehensive instructional plan that is inclusive and reflects diversity.

   Objective 4.1 Train staff on cultural responsive instructional practices
   Objective 4.2 Implement cultural responsive instructional practices
   Objective 4.3 Implement class room walkthrough and equity monitoring tools

Goal 4: Implement a comprehensive instructional plan that is inclusive and reflects diversity.					
Objective #	School Year	Person(s)	Measure/Indicator (How will you know if the step is completed correctly?)	Start Date	End Date

STUDY: Goal 4: Implement a comprehensive instructional plan that is inclusive and reflects diversity.		
1. What worked and how do you know?	2. What didn't work and how do you know?	3. Do you need any additional assistance as you look at your results and start planning for next year?

ACT: Goal 4: Implement a comprehensive instructional plan that is inclusive and reflects diversity.
Reflect on the data analysis for the year so far : Continue with the Target Goal OR Revise the Target Goal for next year.

Goal 5: Increase participation and the success of underrepresented groups in all curriculum programs.

      Objective 5.1 Training on age appropriate topics that may affect student choices

      Objective 5.2 Market opportunities to parents and family

      Objective 5.3 Increase student participation in career and college courses

Objective #	School Year	Person(s)	Measure/Indicator (How will you know if the step is completed correctly?)	Start Date	End Date

Goal 5: Increase participation and the success of underrepresented groups in all curriculum programs. (table title)

STUDY: Goal 5: Increase participation and the success of underrepresented groups in all curriculum programs.

1. What worked and how do you know?	2. What didn't work and how do you know?	3. Do you need any additional assistance as you look at your results and start planning for next year?

ACT: Goal 5: Increase participation and the success of underrepresented groups in all curriculum programs.

Reflect on the data analysis for the year so far :   Continue with the Target Goal OR Revise the Target Goal for next year.

Goal 6: Eliminate the overuse of discipline practices that remove students from the classroom.

        Objective 6.1 Implement restorative practices

        Objective 6.2 Analyze discipline data and respond to findings

        Objective 6.3 Provide alternative behavior training opportunities

Goal 6: Eliminate the overuse of discipline practices that remove students from the classroom.					
Objective #	School Year	Person(s)	Measure/Indicator (How will you know if the step is completed correctly?)	Start Date	End Date

STUDY: Goal 6: Eliminate the overuse of discipline practices that remove students from the classroom.		
1. What worked and how do you know?	2. What didn't work and how do you know?	3. Do you need any additional assistance as you look at your results and start planning for next year?

ACT: Goal 6: Eliminate the overuse of discipline practices that remove students from the classroom.
Reflect on the data analysis for the year so far : Continue with the Target Goal OR Revise the Target Goal for next year.

Diversity & Inclusion Membership Directory

Organization	Representative	Goal Team #
Candor Elementary	Enoc Robledo	Two-HR
East Middle	Jeanne Black	Four-Instruction
Friends-in-Focus	Earl Leake	Two-HR
Green Ridge Elementary	Mary Beth Ingram	One/Three
Juntos	Cynthia Martinez	Five-Programs
MCS	*Jack Cagle	Six-Discipline
MCS	*Tracy Grit	Two-HR
MCS	Terry Little	Two-HR
MCS	*Takeda LeGrand	One-Training
MCS	*Dale Ellis	Three-Partnerships
MCS	*Wade Auman	Four-Instruction
MCS	*Chuck Dulin	Six-Discipline
MCS	*Terri Absher	Five-Programs
MCS	Jessalyn Spell	Five-Programs
Montgomery Central	Jasmine Hill	One/Three
Montgomery Community College	Mike Collins	Four-Instruction
Montgomery Community College	Andrew Gardner	One/Three
Montgomery County Early College	April Daywalt	Four-Instruction
Montgomery Learning Academy	Daniel Jones	One/Three
Mount Gilead Elementary	Sloan Bourgeois	Six-Discipline
Page Street Elementary	Nora Beasley	Six-Discipline
Star Elementary	Danielle Hurley	Five-Programs
Troy Elementary	Kristie Lynthacum	Five-Programs
West Middle	Chanda Stokes	Two-HR
MCS Student Advisory Council	Secondary Students	Three-Partnerships

* denote goal team lead/co-lead

OUR SCHOOLS

STATE CODE	SCHOOL	PRINCIPAL	GRADES
620-310	Montgomery Learning Academy	Dr. Amy Reynolds	K-12
620-312	Candor Elementary	Mr. Enoc Robledo	K-5
620-314	East Middle	Ms. Della Ingram	6-8
620-318	Green Ridge Elementary	Mrs. Carla Miller	PK-5
620-324	Mt. Gilead Elementary	Mrs. Sloan Bourgeois	PK-5
620-330	Page Street Elementary	Mrs. Teresa Dunn	3-5
620-334	Star Elementary	Mrs. Janet Deaton	PK-5
620-336	Troy Elementary	Dr. Maxine Brown	PK-2
620-339	West Middle	Mrs. Chanda Stokes	6-8
620-350	Montgomery County Early College	Dr. Heather Seawell	9-13
620-356	Montgomery Central High	Mrs. Anne McLean	9-12

Additional information about Montgomery County Schools is located at www.montgomery.k12.nc.us