

*Monongalia County Schools*



*Diversity, Equity, and Inclusion Committee*

## **Mission Statement**

Monongalia County Schools Diversity, Equity and Inclusion Committee is committed to creating a diverse, equitable and inclusive environment in our schools and surrounding community. We are dedicated to providing our students, families and staff a safe and mutually respectful environment that is open and welcoming to individuals from all diverse backgrounds. We believe that students, families and staff should be valued for their culturally diverse backgrounds, unique strengths and diverse abilities.

## **Vision Statement**

The vision of Monongalia County Schools Diversity, Equity, and Inclusion Committee is to work cooperatively with families and the community to:

- Help create a supportive learning environment where all members of our school community feel free to be their true authentic selves.
- Educate students on diverse topics and issues that will prepare students to be productive citizens in a pluralistic society.
- Offer students diverse curriculum options throughout our schools
- Understand how diversity can impact a child's emotional, physical, social, character and intellectual growth and development.
- Provide a diverse learning environment that is open and accepting to help facilitate one's character growth and development.

The Monongalia County Schools Diversity, Equity, and Inclusion Committee will look at 5 areas of the county. They are:

- Curriculum (Empower)
- Staff Recruitment (Accept)
- Professional Development (Achieve)
- Student Well-Being (Connect)
- Community Engagement (Value)

<b><u>Chair</u></b>	<b><u>Co-Chair</u></b>
Michael Ryan Director of Student Supports	Courtney Crawford Director of Accountability, Assessment and Counseling

### **School Committee Members**

<b><u>Elementary School</u></b>	<b><u>Middle School</u></b>	<b><u>High School</u></b>
Kady Desarno/Marrisa Gain 1 <sup>st</sup> Grade Mountainview Elementary	Heidi Zweiner Teacher South	Staci Hatchett Teacher Clay-Battelle
Meghan Keith Straface Teacher Skyview Elementary	Nicole Peterson Academic Coach Westwood	Dale Etzel/ Jessica Robertson/Elizabeth ter Haseborg School Counselor/Teacher Morgantown
Judith Gallegos Academic Coach Eastwood Elementary	Paige Muendel Teacher Suncrest	Meghan Hillman/Bert Steele Teacher/School Counselor University
Jessica Rowan ELL Teacher North Elementary	Lucas Ziems School Counselor Mountaineer	Emily Tanzey Teacher MTEC
Morgan Necuzzi 1 <sup>st</sup> Grade Suncrest Elementary	Apyrl Manilla Outreach Facilitator Excel	
Leslie Moats Pre-K Teacher Brookhaven Elementary		
Laura Bandura Media Specialist Cheat Lake Elementary		
Maegan Graham Teacher Mason Dixon Elementary		
Brittany Bartley/Jennifer Reaves School Counselor Mylan Park Elementary		
Carla Calhoun 4 <sup>th</sup> Grade Teacher Ridgedale Elementary		

**Parent Committee Members**

Andrew Rorabaugh	Rebekah Aranda
Becca Fint-Clark	Hollye Bollie
Dady Dadyburjor	Becky Sykes
Richard Walker	Sarah Tarabichi
Amy Gentzler	Yvonne Shaw

**Empower Goal:**

**Develop and implement a comprehensive curriculum that is diverse and inclusive of all cultures**

<b>Objective</b>	<b>Strategy</b>	<b>Timeline</b>	<b>Success</b>
To have member(s) of the diversity committee to be a part of the county curriculum adoption teams to help ensure that the curriculum that is provided to students is diverse and representative of the world.	Members of the county diversity committee or school committees will be a part of the curriculum adoption teams as different reviews are done.	During textbook adoption	Having member(s) be a part of the curriculum adoption teams.
To create a diversity lesson team that will create lessons that match up with specific student success standards that will educate on diversity	Will pull different members from the county committee and school committees to help with the creation of lessons.	Beginning of 2023-24 school year	Lessons will be ready to go on the first day of school to address different diverse areas of needs.
To develop a diversity site with supplemental materials in the form of continued staff development and teaching materials that promote diversity for staff in Monongalia County.	Create a website available to teachers to gain access to webinars, videos, and other trainings as well as supplemental materials to promote diversity to use within their classrooms.	On-going updates throughout the years	Completion and update of site.
To have our media centers increase their materials on diversity	Purchase new materials on diversity	Reviewed yearly	Materials purchased each year to promote diversity
To require that culturally diverse activities are in the county/ school plans	The county chair will work with school representatives to ensure that the county and individual schools have a plan each year to ensure that diversity activities are in the county and school calendar.	Yearly review	Written Action Plan

**Accept Goal:**

**Creating a staff recruitment program that actively promotes recruitment of people from diverse backgrounds**

Objective	Strategy	Timeline	Success
<b>To increase the diversity amongst staff members</b>	Actively recruit diverse populations through career fairs and advertisements with highly diverse populations or subscribers.	On-Going	Increase in the diversity amongst staff members
	Develop and train a recruitment team	On-Going	Having a recruitment team in place to travel to different career fairs
	Develop materials to help recruit individuals to Monongalia County Schools (brochures, videos, diversity websites, etc.)	On-going	Materials created for county and schools
	Have the recruitment team attend career fairs at colleges/universities with diverse populations.	On-going	Annual attendance at different career fairs that represent diverse populations

**Achieve Goal:**

**Provide on-going cultural diversity professional development opportunities that will allow for continued growth among staff.**

Objective	Strategy	Timeline	Success
<b>Monongalia County school employees will participate in diversity trainings.</b>	To develop a 4-year professional development plan across the county for professional staff	August 2023 there will be a plan in place over the next 4 years to introduce professional development for staff	Professional develop plan action plan will be created and over the course of the next 4 years trainings will be implemented.
	Form a sub-committee from the county diversity committee to help discuss effective diversity training opportunities for employees of Monongalia County Schools.	Committee in place by August 2023.	The subcommittee will meet 3x throughout the school year. The subcommittee will help plan and organize PD throughout the year
<b>Yearly trainings for the school diversity committee representatives so they can help train their buildings.</b>	Professional development opportunities will be planned for the school diversity committee representatives.	On-going/Yearly	School committee members being trained in different diverse areas that meet the needs of their schools and county

**Connect Goal:**

**Create an environment that is accepting and promotes growth and development of all students.**

<b>Objective</b>	<b>Strategy</b>	<b>Timeline</b>	<b>Success</b>
<b>Provide opportunities to have students participate and be a part of diverse groups in school sponsored activities.</b>	School sponsored clubs will reach out and invite students of all backgrounds to join their clubs.	On-going	Increase diversity in school sponsored clubs
<b>Provide students with opportunities to become more educated on culturally diverse groups.</b>	Have opportunities for student led activities to student body	On-going	Documentation of activities or events that students have had the opportunities.
<b>Provide students an opportunity to share their culture and experiences</b>	School committees will look at how to specifically address this goal within their own buildings	On-going	Students having opportunities to share their experiences.
<b>Create Equity and Inclusion Student Advisory Teams</b>	Identify students from intermediate, middle and high schools that will be representatives of their school.	Have student groups identified and meeting by year 2	Student being identified and meetings with these students.



**Value Goal:**

**To engage and involve the community in creating a culturally accepting school environment**

Objective	Strategy	Timeline	Success
<b>Form and build relationships with the community that will support out goals towards a more diverse education community</b>	Reach out for supports from organization such as, WVU, Morgantown public library, Parent/teacher organizations, etc.	On-going	Community involvement in diversity activities
	Continuing to meet with the parent/committee diversity committee to gather feedback and input on diversity issues in our schools.	On-going	This committee will meet 3-4 times a year.

## School Diversity, Equity, and Inclusion Committees

## Brookhaven Elementary

School Chair: Teresa Murray

Committee Members

Tara Tipton	Christian Dennis	Rachel Maatman
Leslie Moats	Rebekah Kisamore	Tara Tipton

## Clay-Battelle Jr-Sr High School

School Chair: Staci Hatchett

Committee Members

Justin Allar	Rachel Haught	Amber Cropper
Laura Debiase	Staci Hatchett	Charles Kraft
Aaron Lapoe		Christina Harper

## Cheat Lake Elementary

School Chair:

Committee Members

Jennifer Pitts	Yasmeen Jenami	Patricia Wells
Leslie Cyphert	Brianna Watt	

Eastwood Elementary  
School Chair: Leslie Phares

Committee Members

DeAnn Hartshorn	Tracy Cottrell	Kathryn White
David Scott	Regina Cappellini	Judith Gallegos
Sallie Davis	Madison Davis	Brooke Liptak
Mary Simis	Natalie Gainer	Keegan Kowcheck

Excel Center

School Chair:

Committee Members

Marcie McDonald	Andi Horton	
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## Mason-Dixon Elementary

School Chair: Meaghan Graham

### Committee Members

Miranda Harker	Amy Bane	Chelsea Golden
Shaylyn Baylor	Andrea Price	Dottie Devine

## Morgantown High School

School Chair: Keera Miller Co-Chair: Jessica Robertson

### Committee Members

Tom Belden	Alisha Kingery	Anna Fleming
Elisabeth Ter Haseborg		

## Mountaineer Middle

School Chair: Melissa Courtright

### Committee Members

Amie Cevilla	Erin Winaught	Sarah Queen
Susan Chipley	Jackie Gacek	Ashley Smith
Tiffany Schap	Jody Burns	Lucas Ziems

# Mountainview Elementary

School Chair: Matthew McKenzie

## Committee Members

Sarah Cropper	Rebecca Hanson	Kristen Fessler
Anne Lituchy	Kylie Bolyard	Vanessa Ryan
Kady Desarno	Meredith Murdock	

## MTEC

School Chair: Emily Tanzey

## Committee Members

Angela Copeland	Cindy Bucy	Beth Roberts
Carrie Lacy	Cassie Kelly	Jerry Parsons
Earl Schiffbauer	Danielle Uglik	

## Mylan Park Elementary

School Chair: Brittany Bartley

### Committee Members

Anny Lupo	Jamie Pack	Janel Allen
Heather Long	Alexandra Jackson	Sara Billotti
Wendy Smith	Sarah Hanshaw	Mary McCord
Dietra Ming	Michelle Morris	Kourtney Snyder
Courtney Kennell	Adam Messenger	

## North Elementary

School Chair:

### Committee Members

Wendy Fetsko	LeeAnn Wiles	Sara Pennington
Jackie Dorsey	Jessica Rowan	Heather Conlon
Amy Bailey	Alia Rai (Parent)	Sara Tarabichi (Parent)

# Ridgedale Elementary

School Chair: Carla Calhoun

## Committee Members

Meghan Beech	Victoria Friend	Sarah Ray
Tammy Elliott	Amanda Garvin	Heather Stickler

# Skyview Elementary

School Chair: Meghan Keith Straface

## Committee Members

	Alex Huff	Sara Moore
Kristin Muscaro-Winters	Beth Goodwin	



## South Middle School

School Chair:

Committee Members

Lore Blosser	Donald Cantley/Tyler Phares	Tracy Cottingham
Maria Garcia	Trevor McIntrye	Sam Noel
	Margaret Reider	Jacob Staggers
Christ Stout	Stephen Wilson	Erik Murphy
Sandra Brown		Crystal Moore

## Suncrest Elementary

School Chair: Morgan Necuzzi

Committee Members

Terri Shaw	LeeAna Hudson	Bryanna Moore
Li Jung Chang	Morgan Shepard	Christine Lane

## Suncrest Middle

School Chair: Paige Muendel

Committee Members

Dr. Joy Lynch	Markisha Coleman	Erin Coffield
Kelsey Sprowls	Jamie Snyder	Christy Burkhart

## University High School

School Chair: Katrina Cimorelli

Committee Members

Jesse Mehle	Caite Schulze	

## Westwood Middle

School Chair:

Committee Members

Nicole Peterson	Tara Brooks	Anna Hicks
Gregory Arnott		

