



School Culture and Diversity Leadership Council

December 6, 2022



School Culture
& Diversity
Leadership Council



Today's Agenda

1. Introductions
2. Purpose of the School Culture and Diversity Initiative
3. Role of the Leadership Council
4. Break-Out Groups (Actionable Items to Improve School Climate) [Organized by Grade Span]
5. Break-Out Group Sharing

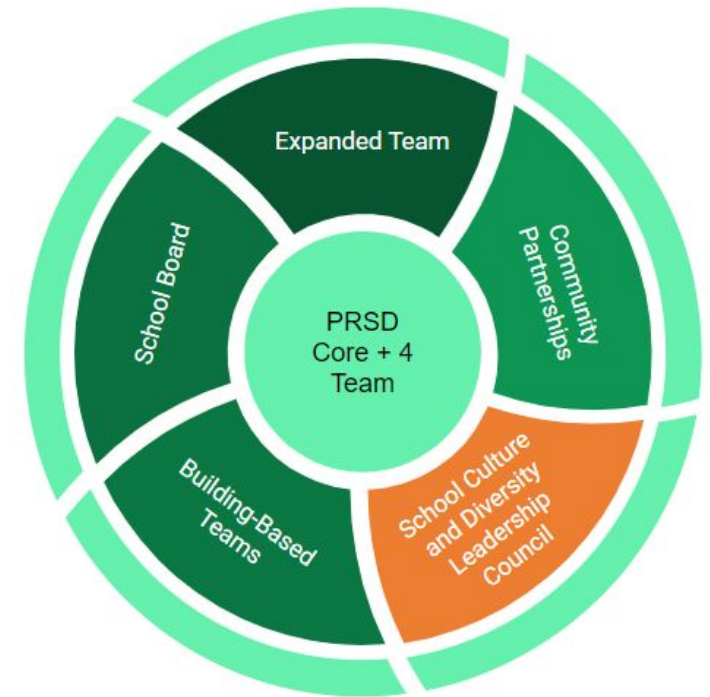


School Culture
& Diversity
Leadership Council



Welcome and Introductions

Alumni
Parents/Community Members
Staff
Board Members
Current Students



School Culture and Leadership Council



Last Name	First Name	Organization
Amir	Zeyad	Alumni
Hasan	Rand	Alumni
Lachimia	Alexander (A.J.)	Alumni
Colombo	Ryan	Parent
Dhagat	Hetal	Parent
Gathers	Rashard/Carla	Parent
Griffin	Chris	Parent
Hernandez	Christie	Parent
Hoffman	Rebeccah	Parent
Hong-Bang	Susan	Parent
Krahe	Amy	Parent
Lydic	Tanisha	Parent
Miller	Max	Parent
Miller	Leslie	Parent
Miller (Mestre)	Meredith	Parent
Mirasola	Jim	Parent
Patterson	Russell	Parent
Pelletier	Susan	Parent
Petzuk	Tracy	Parent
Pope	Maggie	Parent
Ravotti	Kathleen	Parent
Rice	Heather	Parent
Rippole	Alison	Parent
Smalley	Darrell	Parent
Stearns	Sofya	Parent

Last Name	First Name	PRSD Building
Caric	Len	PRHS
Firmin	Joanna	WEX
Girona	Joe	PRHS
Glickman	Brian	Admin
Godino	Tammy	HES
Hernandez	Frank	PRHS
Hustwit	Noel	Admin
Jewart	Stephanie	RES
Justus	Kristen	Admin
Miller	Brian	Admin
Minsinger	Jacob	PRMS
Paczan	Maura	Pupil Services
Pasquinelli	Michael	Admin
Roberts	Matt	PRHS
Rucker	Jamie	Admin
Shenefiel	Beth	EHUE
Sloan	Jenna	RES

Last Name	First Name	Organization
Brussalis	Christina	School Board Director
Hillman	Lisa	School Board Director
Lyons	Peter	School Board Director
Meyer	Carla	School Board Director
Balouris	Vasile	Student
Cardinali	Alexa	Student
Gathers	Gabrielle (Bri)	Student
Johnson	Majesta	Student
McCune	Ruby	Student
Yanni	Katie	Student



Purpose

How are we different?

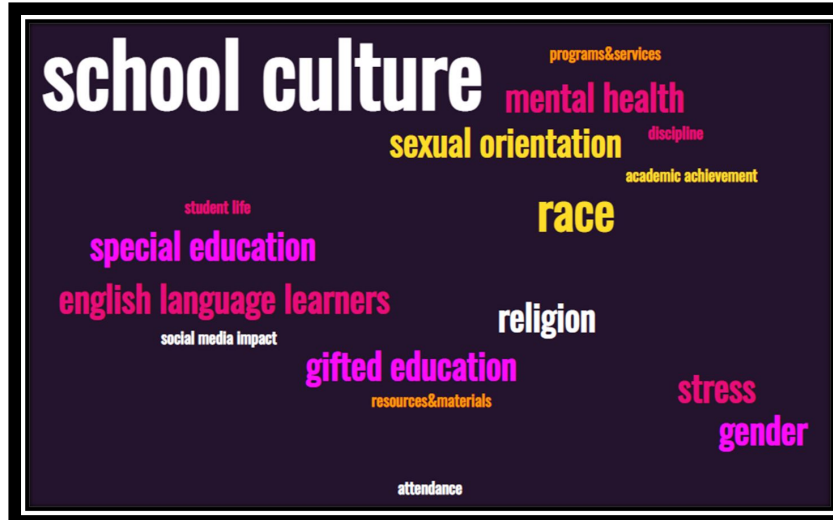
List all the ways we are different.

Join by Text



- 1 Text MIKEPASQUINE589 to 37607
- 2 Text in your message
- i Instructions not active. Log in to activate

Powered by Poll Everywhere



How are we the same?

List all the ways we are the same.

Join by Text



- 1 Text MIKEPASQUINE589 to 37607
- 2 Text in your message

Powered by Poll Everywhere



Achieve the Mission within a Positive School Culture for All

PR Pine-Richland School District

MISSION
THE **MISSION** OF THE PINE-RICHLAND SCHOOL DISTRICT IS TO FOCUS ON LEARNING FOR EVERY STUDENT EVERY DAY.

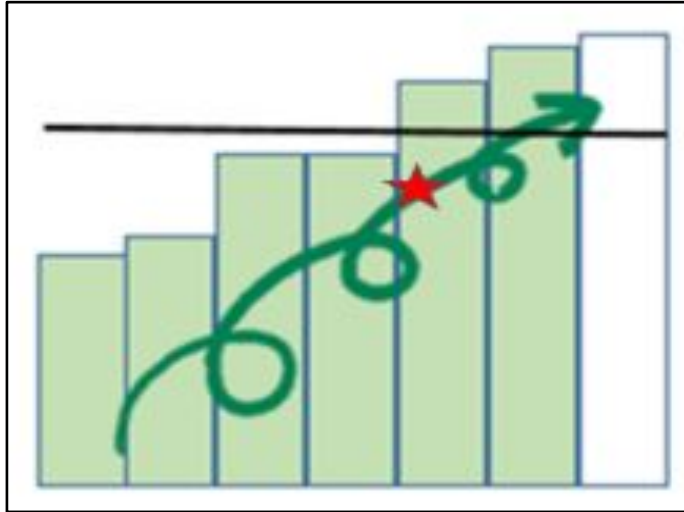
VISION

VALUES

Personal Growth represents a belief in the whole person and development academically, socially, emotionally and physically.
Resiliency is locally defined as "the ability to adapt well in the face of hard times and build upon one's strengths."
Innovation represents breakthrough change through problem solving and critical thinking.
Diverse Opportunities capture the importance of opportunities in a wide range of choices in academics, athletics, arts and activities.
Engagement reflects the degree to which students, staff, parents, and community are part of the school district.

Pine-Richland School District | 702 Warrendale Road | Gibsonia, PA 15110-6100 | 781-491-7777

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Teaching & Learning

Student Progress & Engagement

Workforce

Finance & Operations

Pursuit of Excellence



PERSONAL QUALITIES & CHARACTERISTICS

HEALTH & WELLNESS

KNOWLEDGE

SKILLS

“Focus on learning for every student every day.”

702 WARRENDALE RD., GIBSONIA, PA 15044



School Culture and Diversity Leadership Council Roles

The Leadership Council is a group composed of stakeholders with a variety of backgrounds and perspectives. The roles of the **Council** are:

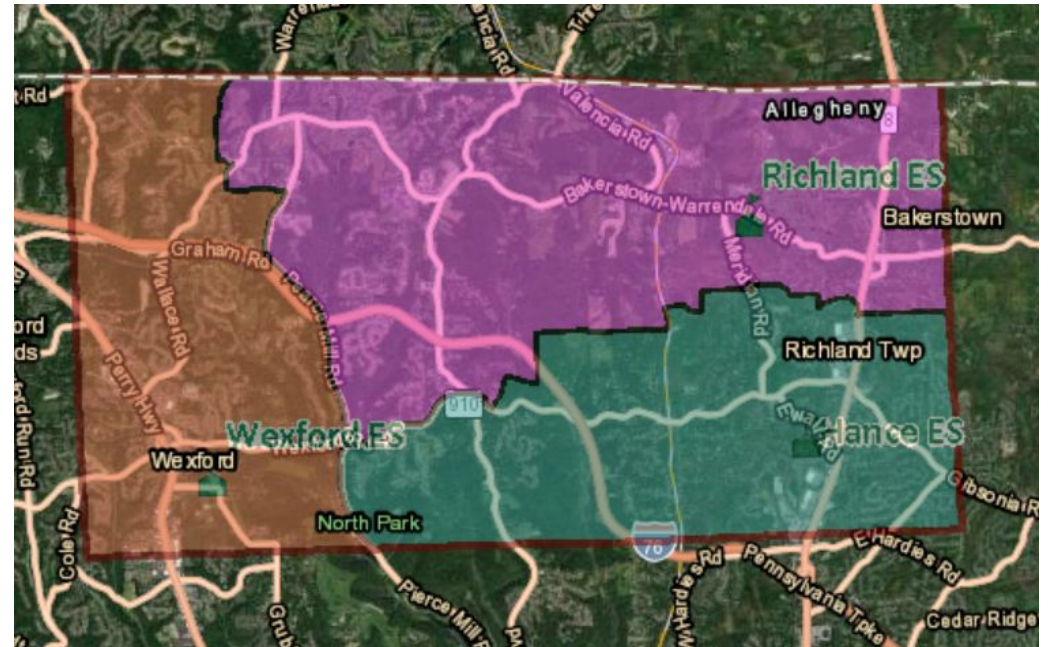
- To provide **feedback and input that represents diverse perspectives** that lead to the implementation of best practices
- To share **expertise and experiences** that help strengthen the culture of our school communities
- To **learn together** through **focus groups** based on availability and background/interest

The Leadership Council is not a decision-making body. Emerging recommendations and action plans will be shared with the **Council** for feedback.

Agreements

Agreements

- Seek first to understand and then to be understood (vulnerability-based trust)
- Stay engaged
- Experience discomfort
- Speak your truth
- Focus on the issue not the person





Breakout Sessions

Grades K-6 [Hustwit, Sloan] - RM 206

Grades 7-8 [Glickman, Paczan] - RM 205

Grades 9-12 [Pasquinelli] - RM 204

Virtual [Justus]



Break-Out Room Topics

1. Share Sample Principal Statements

- a. Encourage school administrators to address students by describing the desired culture in our schools for every student. This culture embraces diversity and inclusion. The approach will also reinforce behaviors and language that are unacceptable in our schools. The approach will vary by developmental level.*

2. Cheer for Our Team (Student Focus Reinforced by Head Coaches with Booster Engagement)

- a. "Who do we want to be known as?"*

3. Religious Holidays

- a. What can we do to increase awareness, appreciation, understanding - beyond a day off?*

4. Academic Achievement and Growth Report Format

- a. What do the high-level results tell us? What other data should we consider?*

5. Core Text Recommendations

- a. Diversity in text (genres, authors, time periods, characters, themes.)*

5th Grade Core Texts





Earthquake Terror
by Peg Kehret (1996)



Frindle
by Andrew Clements (1996)

Current Core Text

Willodeen
Katherine Applegate

Themes / Topics:
Sustainability, Environment, Ecosystems, Family, Friendship, Interconnectedness, Scientific method


Genre / Pages / Format:
Fantasy Fiction
263 p.
Novel, eBook (audiobook available)

Curricular Connections:
Grade 5 Science, Ecosystems, SEL (self-confidence, interpersonal relationships), figurative language

ELA Standards:
1.3.5A 1.3.5F
1.3.5B 1.3.5G
1.3.5C 1.3.5I
1.3.5E

Awards / Honors:
Booklist starred, Publisher's weekly starred

Culture Connections:
Diverse genre (fantasy); non-traditional families



Look Both Ways
Jason Reynolds (2019)

Themes / Topics:
Realistic, urban, relationships, short stories, multiple points of view, interconnectedness


Genre / Pages / Format:
Realistic Fiction
180 p.
Novel in short stories, ebook (audiobook available)

Curricular Connections:
SEL, Figurative language, word choice, author's craft.

ELA Standards:
1.3.5A
1.3.5C
1.3.5D
1.3.5F

Awards / Honors:
National Book Award Finalist, Coretta Scott King Honor Book, Horn Book Starred, Kirkus starred, SJL starred, PW starred, BCCB starred, Booklist starred

Culture Connections:
Full cast of well developed diverse characters, including diversity of race, and situation, African American author.



Show Me A Sign
Ann Clare LeZotte

Themes / Topics:
Family, Community, Prejudice, Sign Language, Determination, Overcoming Adversity, Native Americans


Genre / Pages / Format:
Historical Fiction
269 pp.
Novel, eBook

Curricular Connections:
Grade 5 Social Studies, World Languages, First person.

ELA Standards:
1.3.5A 1.3.5F
1.3.5B 1.3.5I
1.3.5C
1.3.5E

Awards / Honors:
ALA Notable Children's Book, Schneider Family Book Award, Horn Book starred, Publisher's Weekly Starred, School Library Journal starred, School Library Connection starred, Kirkus starred

Culture Connections:
Diverse genre (historical fiction); Diverse abilities (deaf protagonist and author), Secondary characters provide a diverse perspective



One Dead Spy
Nathan Hale (2012)

Themes / Topics:
American Revolution, Biography, War


Genre / Pages / Format:
Historical Fiction
127 p.
Graphic Novel, eBook

Curricular Connections:
Grade 5 Social Studies

ELA Standards:
1.3.5A
1.3.5C
1.3.5D
1.3.5F
1.3.5I
1.3.5G

Awards / Honors:
New York Times bestselling series, Horn Book Starred

Culture Connections:
Diverse format, but author and characters are not diverse. At the end of the book, Hale includes a short story about Crispus Attucks, but it feels more like an after thought.



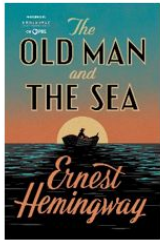
Criteria Aligned New Core Text

The core text evaluation process will result in replacement of **one (1)** of the current core text with **one (1)** of the new core texts.

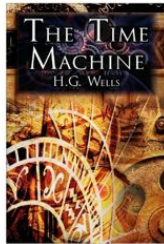
8th Grade Core Texts



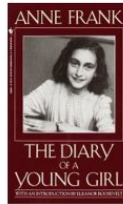
The Old Man and the Sea by Ernest Hemingway (1952)



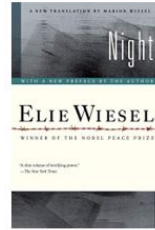
The Time Machine by H.G. Wells (1895)



The Diary of a Young Girl by Anne Frank (1947)

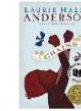


Night by Elie Wiesel (1956)



Current Core Text

Chains Laurie Halse Anderson (2008)



Themes / Topics

Revolutionary War, slavery, spics, overcoming adversity

Genre / Pages / Format

Historical Fiction
316 p.
Novel (Book 1 of 3)

Curricular Connections

Time period is studied in 8th grade social studies; each chapter begins with a quote from a primary source from that era.

ELA Standards

CC.1.3.B.H

Awards / Honors

National Book Award Finalist, Scott O' Dell Award for Historical Fiction

Culture Connections

Protagonist is an enslaved teenage girl; her sister is neurodivergent and suffers seizures

Brown Girl Dreaming Jacqueline Woodson (2014)



Themes / Topics

Coming of Age, Civil Rights Movement, overcoming adversity

Genre / Pages / Format

Memoirs
336 p.
Written in verse

Curricular Connections

History

ELA Standards

CC.1.3.8.E

Awards / Honors

National Book Award, Newbery Honor, Coretta Scott King Award

Culture Connections

Author is a Black woman who grew up in the South and New York during the 1960s and 1970s amid Jim Crow and civil rights era

Monster Walter Dean Myers (1999)



Themes / Topics

Crime, law, incarceration, identity, mystery

Genre / Pages / Format

Realistic fiction
281 p.
Written as a screenplay

Curricular Connections

Perspective

ELA Standard

CC.1.3.8.E

Awards / Honors

Michael L. Printz Award, Coretta Scott King Award, National Book Award Finalist

Culture Connections

Black protagonist and author; racism, mass incarceration

American Born Chinese Gene Luen Yang (2006)



Themes / Topics

Identity, bullying, discrimination

Genre / Pages / Format

Realistic fiction + fable
233 p.
Graphic novel

Curricular Connections

Folklore

ELA Standards

CC.1.3.8.H

Awards / Honors

Michael L. Printz Award, National Book Award Finalist

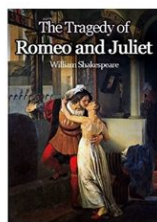
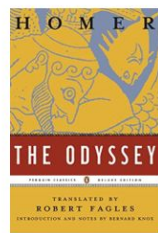
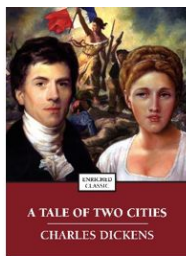
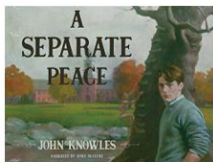
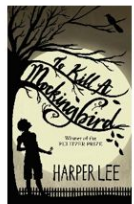
Culture Connections

Asian American characters and author; Chinese folklore

Criteria Aligned New Core Text

The core text evaluation process will result in replacement of **one (1)** of the current core text with **one (1)** of the new core text.

9th Grade English Core Texts



To Kill a Mockingbird
by Harper Lee (1960)

A Separate Peace
by John Knowles (1959)

A Tale of Two Cities
by Charles Dickens (1859)

The Odyssey
by Homer (8th century BCE)

The Tragedy of Romeo and Juliet
by William Shakespeare (1597)

Current Core Text

March (Books 1-3)
John Lewis (2013-2016)



Themes / Topics

Civil right movement, desegregation, human rights, protest movements, resiliency

ELA Standards

- CC.1.2.9-10.L
- CC.1.3.9-10.F
- CC.1.3.9-10.D
- CC.1.4.9-10.A
- CC.1.4.9-10.C
- CC.1.3.9-10.C

Genre / Pages / Format

Nonfiction; Memoir / History
Book 1: 128 p.
Book 2: 192 p.
Book 3: 256 p.
Graphic novel (could be reduced to book 1 or 2 as time in the curriculum would allow.)

Awards / Honors

Cornelia Sporn King Book Award; Author Honor; Robert F. Kennedy Book Award; National Book Awards 2016 for Young People's Literature; Michael L. Printz Award for Excellence in Young Adult Literature; Robert H. Zobel Medal; YALSA Excellence in Young Adult Nonfiction

Curricular Connections

Social studies: American History: 1954-2009
Lit: John Lewis' early life through college; Brown Board; Murder of Emmett Till; Rosa Parks; Lunch Counter Protest; SNCC formation; CORE
US: Freedom Riders; COFO; Freedom Vote
Lit: MLK and the SCLC; travel to Africa; March on Washington; Civil Rights Act.
Culture Connections
Black protestants and author. Details many of the events of the civil rights movement leading to desegregation and winning voting rights.

I Am Malala
Malala Yousafzai (2013)



Themes / Topics

Women's rights, the importance of education, religion, culture, courage, activism

ELA Standards

- CC.1.2.9-10.L
- CC.1.3.9-10.F
- CC.1.3.9-10.D
- CC.1.4.9-10.A
- CC.1.4.9-10.C
- CC.1.3.9-10.C

Genre / Pages / Format

Biography / memoir
207 p.
Adult & young adult adaptation could allow for differentiation

Awards / Honors

A memoir of the youngest recipient of the Nobel Peace Prize
ALA's Amelia Bloomer Booklist

Curricular Connections

Social studies- world culture- asian studies

Culture Connections

The book is focused on women's rights and human rights, and the right to an education. The memoir is focused on global challenges to education.

Just Mercy
Bryan Stevenson (2014)



Themes / Topics

A lot of themes in common with *To Kill a Mockingbird*, but updated to a modern nonfiction story of race relations and law in the 1980s. Written by a black male author, describes the legal system from the POV of an attorney, explores race and class.

ELA Standards

- CC.1.2.9-10.L
- CC.1.3.9-10.F
- CC.1.3.9-10.D
- CC.1.4.9-10.A
- CC.1.4.9-10.C
- CC.1.3.9-10.C

Genre / Pages / Format

Narrative nonfiction
277 p.
Adult & young adult adaptation could allow for differentiation

Awards / Honors

Andrew Carnegie Medal for Excellence in Fiction and Nonfiction

Curricular Connections

Social studies- 20th-Century American History and Law- Covers multiple cases of death penalty and incarceration.

Culture Connections

Black protagonist and author; analysis of race, and class

How Dare the Sun Rise
Sandra Uwiringiyimana (2017)



Themes / Topics

Refugees, immigration, coming of age, war,

ELA Standards

- CC.1.2.9-10.L
- CC.1.3.9-10.F
- CC.1.3.9-10.D
- CC.1.4.9-10.A
- CC.1.4.9-10.C
- CC.1.3.9-10.C

Genre / Pages / Format

Biography / memoir
288 p.

Awards / Honors

New York Public Library's Best Books for Teens
YALSA's 2018 Quick Picks for Teens

Curricular Connections

Social studies, world history, world cultures

Culture Connections

Refugee / immigrant perspective

The core text evaluation process will result in replacement of **one (1)** of the current core text with **one (1)** of the new core text.



Break-Out Sharing

One Speaker from Each Break-Out Group