



# Joint Governance Meeting

Monday, April 4, 2022



# Agenda

1. Deepening Understanding of What Diversity, Equity, and Inclusion Mean for **Pine-Richland**
2. Internal Diversity, Equity, & Inclusion Audit Data Collection Process
3. Review Updated Policy 832





# Achieve the Mission within a Culture of DEI

**PR** Pine-Richland School District

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

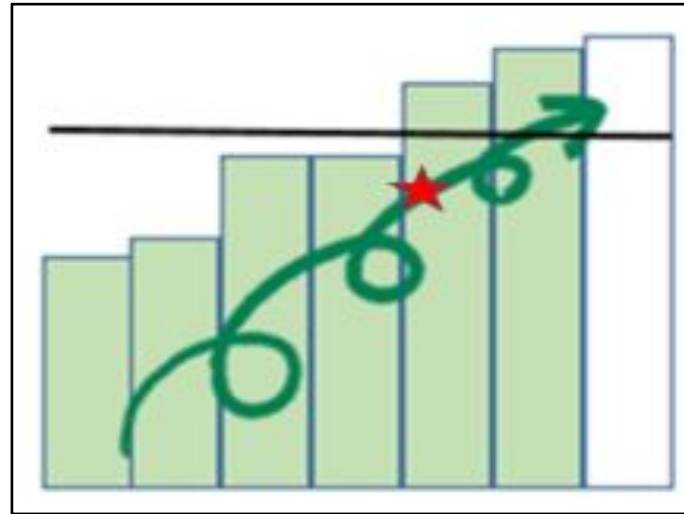
**VISION**

**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 15109-6000 | 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



# Common Language Assessment

## Pine-Richland Common Language and Understanding

Diversity

Equity

Inclusion



# Common Language Assessment

## Pine-Richland Common Language and Understanding

**Diversity** - All the ways in which people differ

**Equity** - Fair treatment, access, and elimination of barriers

**Inclusion** - Engaging and respecting individuals in all groups so everyone can participate, feel welcomed, and valued



# Internal DEI Audit Committee (Proposed)

Last	First	Building	Position
Justus	Kristen	CAO	Asst. Superintendent
Pasquinelli	Mike	CAO	Asst. Superintendent
Gironda	Joe	PRHS	Athletics
Casciani	Marc	Board	Board
Hillman	Lisa	Board	Board
Lyons	Peter	Board	Board
Meyer	Carla	Board	Board
Rucker	Jamie	CAO	Buildings and Grounds
Stephenson	Donna	PRHS	Coach
Hathhorn	Rachel	CAO	Communication
Miller	Jennifer	EHUE	Counselor
Rose	Michael	PRMS	Counselor
Dindak	Sarah	CAO	HR
Glickman	Brian	CAO	HR
Meijer	Alexia	CAO	HR
Bianco	Heather	EHUE	Intervention Specialist

Last	First	Building	Position
Shenefiel	Beth	EHUE	Library
Perko	Mary	PRHS	Paraprofessional
Giran	Paula	EHUE	Principal
Bowman	Nancy	PRHS	Principal
Minsinger	Jacob	PRMS	Principal
Sloan	Jenna	RES	Principal
Duffy	Susan	PRHS	Secretary/PRESIPA
Welshonce	Carolyn	PRHS	Social Worker
Kuchnicki	Tracy	PRHS	Special Education
Hustwit	Noel	CAO	Student Services
Kimmel	Taylor	CAO	Student Services
Paczan	Maura	CAO	Student Services
Ramirez	Missy	CAO	Student Services
Miller	Brian	CAO	Superintendent
Roberts	Matt	PRHS	Teacher
Gayle	Terree	PRMS	Teacher
Pfeiffer	Kate	PRMS	Teacher
Firmin	Joanna	WES	Teacher
Vins	Chris	WES	Teacher/PREA

[Link to Mid-Atlantic Equity Audit](#)





# DEI Internal Audit Schedule/Groupings

Criteria	Groups Needed
School Policy (14)	Board, District Admin, Principals, Teachers, Paras <b>Group A</b>
Assessing Community Needs (11)	
School Organization/Administration (14)	
School Climate/Environment (11)	
Staff (12)	Board, District Admin, Human Resources, Principals, Counselors, Teachers, Paras <b>Group B</b>
Assessment/Placement (7)	
Professional Learning (16)	
Standards and Curriculum Development (16)	
Academic Placement/Tracking and Grouping (8)	Board, District Admin, Teachers, Student Services, Counselors, Paras <b>Group C</b>
Student Leadership and Recognition (6)	
Classroom Environment (10)	
Instructional Strategies (12)	
Instructional Strategies (23)	Board, District Admin, Teachers, Student Services, Counselors, Paras <b>Group D</b>
Curriculum Strategies (12)	
Classroom Management Techniques (9)	
Interpersonal Practice (8)	
Teacher Behaviors That Encourage Student Persistence (7)	



# Policy 832 - Every Student



## *Policy 832*

- Proactive
- Relationship focused
- Reinforces Positive School Environment (RAMS Way)
- **PRSD Defined** “Every Student” Lens
- Measures Results to Guide Action
- Provides Updates to Community

## *Policy 103*

- Values All Individuals
- Collaborative
- Defines Expectations and Clear Plans of Action
- Reactive
- Procedural
- Consequence/action focused
- Best practice guidelines
- Provides details to families involved