



Joint Governance Meeting

Monday, March 14, 2022



Agenda

1. Deepening Understanding of What Diversity, Equity, and Inclusion Mean for **Pine-Richland**
2. Select an Equity Audit (Internal) & Develop Additional DEI-Related Questions for Our Annual Stakeholder Audit (Students, Staff, Community)
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.

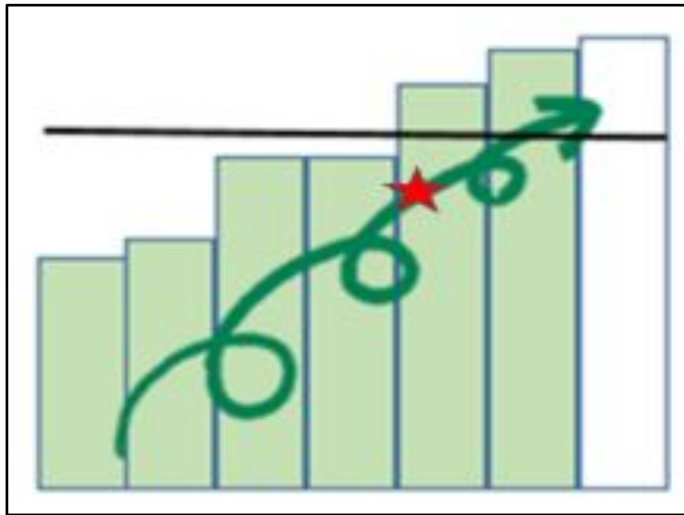
VISION

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 | 781-489-7777

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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

Building-Based Teams in Action

Pine-Richland High School Peer Buddies organization are working on an inclusion project. The goal is to read stories and include puppetry. **The stories that the students picked are ones that focus on inclusion, diversity and celebrating differences.**

Students hope the stories share more about black history month along with different cultures, and even differences in abilities. The students will then present the stories with students at **Hance, Richland, and Wexford Elementary schools** via live or video streams.





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 Equity Audit

- Third Party Resource
 - Developed by Mid-Atlantic Equity Consortium
 - Education Focused
- Starting Point for Evaluating Equitable Practices
 - Policies, Programs, and Practices across 17 Categories
- Internal Participants Across all Stakeholder Groups

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



Internal Equity 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

New DEI Questions for Annual Survey

Diversity - All the ways in which people differ

Parent: My child's school welcomes diversity.

Student: My school welcomes diversity.

Staff: My school welcomes diversity.

2021 Questions are in Blue

- **Parent:** There is clear effort on the part of the school to understand and support students in all the ways that they differ (e.g., learning styles, interests, race, gender, personality type, etc.).
- **Student:** The school sends a clear message that students are not allowed to say unkind or disrespectful words related to race, gender, intelligence, family wealth, etc. to make others feel bad.
- **Staff:** Employees in our district value others whose backgrounds, beliefs and experiences are different from their own.

New DEI Questions for Annual Survey

Equity - fair treatment, access and elimination of barriers

2021 Questions are in Blue

Parent: Students in my school receive what they need even if it is different than others in order to participate and learn.

Student: Students in my school receive what they need even if it is different than others in order to participate and learn.

Staff: Employees in my school receive what they need even if it is different than others in order to teach and serve students.

- **Parent:** The school finds ways to remove barriers or obstacles that interfere with opportunities for my child to achieve and grow. (Consider a Does Not Apply Option)
- **Student:** Students are treated fairly at my school.
- **Staff:** Employees are treated fairly in our district.



New DEI Questions for Annual Survey

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

Parent: My child feels included and welcomed at school

Student: I feel included and welcomed at school.

Staff: I feel included and welcomed at work.

2021 Questions are in Blue

- **Parent:** I believe my input and voice is heard and valued as a member of the school community.
- **Student:** I believe the people in my school hear and value what I have to say.
- **Staff:** I believe my input and voice are heard and valued as a member of this district.

Add one open-ended at the end of the DEI section of the survey:

Please add anything that you would like to share related to diversity, equity, and inclusion at Pine-Richland.



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