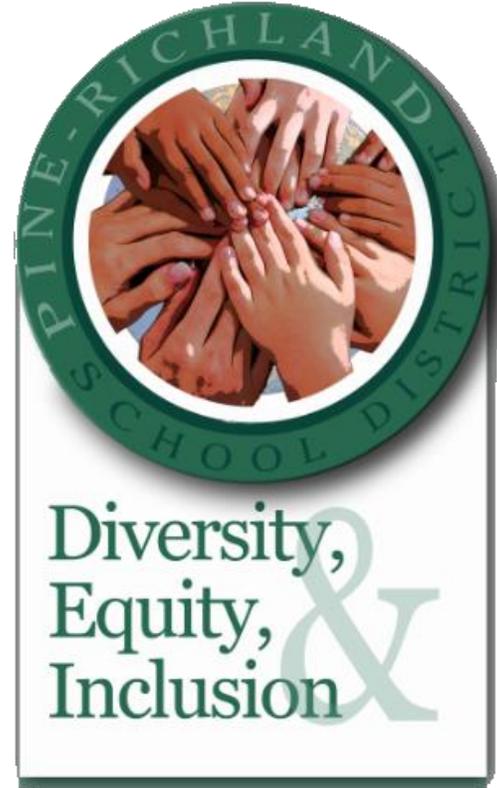




Pine-Richland School District



**Key Strategic Initiative Update:
Diversity, Equity, & Inclusion**
February 7, 2022



PINE-RICHLAND SCHOOL DISTRICT

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."

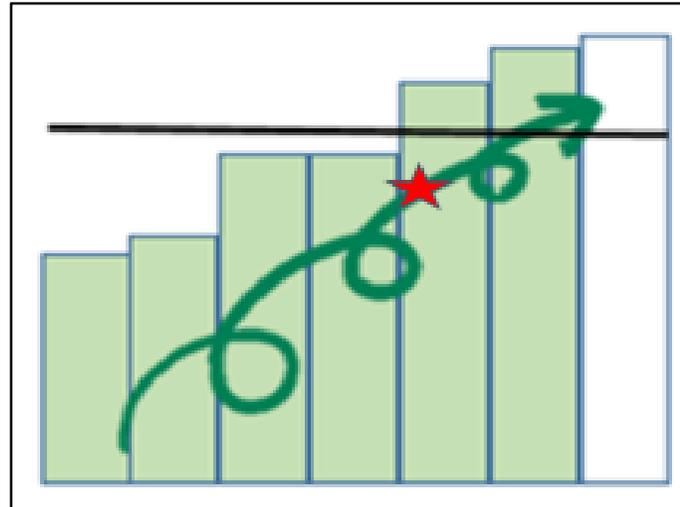
Innovation represents breakthrough change through problem solving and critical thinking.

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 | 781-691-7777

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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



Strategic Plan: Key Strategic Initiative

Student Progress and Engagement			
2019 - 2020	2020 - 2021		2022 - 2023
Measure and respond to students holistic indicators (e.g. "graduate portrait": knowledge, skills, health/wellness, and personal qualities/characteristics of achievement and growth; digital citizenship that address multiple domains for academic, social-emotional, and behavioral development).			
Develop and Implement Stress Management Components to K -12 Health Curriculum or Programming (see IDPR)	(See Health/PE IDPR Implementation)		
Research Systematic Approach to Social Justice, Equity, and Inclusive schools through College/University Partners with Developmentally Appropriate Implementation (see IDPR)	Continue Diversity, Equity and Inclusive School Practices Initiative		
Finalize holistic PR Graduate Profile with Transitional Benchmarks (3, 6, 8, 12)	Establish and Implement a Crosswalk Document to Reflect PR Graduate Profile Competencies within K - 12 Programming		
Refine and Standardize a K-12 Post-Secondary/College/Career Portfolio	Design and Pilot a Real-Time Digital Dashboard for Holistic PR Graduate Profile Measures		Monitor a PR Graduate Profile Dashboard at the District, School, Grade, and Individual Levels
Implement "The RAMS Way" K-12 in Hallways, Cafeteria, Recess, Bathrooms, and Buses (Align to Critical Skills and Graduate Portrait)	Implement "The RAMS Way" K-12 in Classrooms (Align to Critical Skills and Graduate Portrait)	Refresh RAMS WAY in all settings with return to in-person learning	Evaluate Effectiveness of The RAMS Way and Refine Procedures



Common Language and Understanding

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



PRSD DEI Collaboration



2021-2022 DEI Leadership Council



Last Name	First Name	Organization	Building
Amir	Zeyad	Alumni	Alumni
Bryant	Danielle	Alumni	Alumni
Lachimia	Alexander (A.J.)	Alumni	Alumni
Siegal	Andrew	Alumni	Alumni
Dhagat	Hetal	Parent	RES
Gathers	Rashard/Carla	Parent	PRHS
Hong-Bang	Susan	Parent	PRHS, PRMS
Hunt	Brandon	Parent	RES
Lydic	Tanisha	Parent	PRHS, PRMS
Miller	Max	Parent	EHUE
Miller (Mestre)	Meredith	Parent	EHUE
Patterson	Dr. Russell	Parent	EHUE
Plowey	Michelle	Parent	PRMS
Ravotti	Kathleen	Parent	EHUE
Smalley	Darrell	Parent	WEX
Stearns	Sofya	Parent	WEX
Swope	Kasia	Parent	EHUE, HE
Blackwell	Zoe	Student/BSU	PRHS
Gathers	Gabrielle	Student/BSU	PRHS
Johnson	Majesta	Student/BSU	PRHS
Bruce	Rhian	Student/GSA	PRHS
Schlutz	Saige	Student/P2P	PRHS

Last Name	First Name	Organization	Building
Hasan	Rand	PRHS	Student/SGov.
Yanni	Katie	PRHS	Student/P2P
Berezo	Nicole	PRSD	EHUE
Bowman	Nancy	PRSD	PRHS
Firmin	Joanna	PRSD	WEX
Gayle	Terree	PRSD	PRMS
Glickman	Brian	PRSD	Admin
Godino	Tammy	PRSD	HES
Harlan	Dave	PRSD	EHUE
Hathhorn	Rachel	PRSD	Admin
Hustwit	Noel	PRSD	Admin
Jewart	Stephanie	PRSD	RES
Jones	Tricia	PRSD	PRMS
Justus	Kristen	PRSD	Admin
Mesin	Angela	PRSD	EHUE
Miller	Brian	PRSD	Admin
Miller	Jennifer	PRSD	EHUE
Minsinger	Jacob	PRSD	PRMS
Paczan	Maura	PRSD	Pupil Services
Pasquinelli	Michael	PRSD	Admin
Perko	Mary	PRSD	PRHS

Last Name	First Name	Organization	Building
Riley	Ramon	PRSD	PRHS
Rose	Michael	PRSD	PRMS
Rowe	Kristen	PRSD	PRMS
Shenefiel	Beth	PRSD	EHUE
Sloan	Jenna	PRSD	RES
Straub	Leslie	PRSD	PRHS
Switala	Michelle	PRSD	PRHS
Gironda	Joe	PRSD	Athletic Director
Welshonce	Carolyn	PRSD	PRMS
Casciani	Marc	School Board	School Board
Hillman	Lisa	School Board	School Board
Lyons	Peter	School Board	School Board
Meyer	Carla	School Board	School Board

School-Based Teams



Hance	Richland	Wexford	Eden Hall	Middle School	High School
Tammy Godino	Stanko, Kristen	Firmin, Joanna	Jennifer Miller	Michael Rose	Jennifer Fink
Carin Liberati	Jewart, Stephanie	Amigh, Krista	Lauren Hawrylak	CC Kelly	Ann Gollapudi
Holly Wetherholt	Kmec, Kaitlin	Skirpan, Ellen	Erin Clark	Kristen Rowe	Emily Mazzant
Merris Hoppe (parent)	Speal, Mike	Campbell, Kim	Barri Holland	Dave Kristofic	Scott McKown
Greta Kuzilla	Sloan, Jenna	Clarkson, Andrea	Kim Baney	Jacob Minsinger	Elissa Mitchell
Misty Smith	Molitor, Amy	Jankowski, Jennifer	Kelly Lander	Tricia Jones	Sandy Petrocochino
Alicia Round	Ferris, Paula	Newmeyer, Allie	Nicole Berezo	Carolyn Welshonce	John Simko
	Tansimore, Carly	Breen, Katie	Steve Smith	Terree Gayle	Leslie Straub
PRVA		Doane, Leslie	Joe Domagala		Michelle Switala
Novak, Jenny		Franitti, Michelle	Beth Shenefiel		Mary Perko
Giran, Paula		Papas, Brittany	Angela Mesin		Tracy Kuchnicki
		Gustafson, Kelly	Terry Wentz		Emily Walker
			Para TBD		Len Caric (LTS)
					Zerlina Ushery (LTS)



Collaborative Actions to Date

Family & Community Outreach and Partnerships	Staff Training and Development	Student Organizations and School Culture (Student voice)	Curriculum and Instruction	Policies, Procedures (Hiring Process/ Recruitment)
<ul style="list-style-type: none"> ● Anti-Racism Coalition ● Consultation with Experts in the Field ● DEI Leadership Council ● DEI and Demographic Questions - Annual Surveys ● AIU (DEI) Task Force Participation 	<ul style="list-style-type: none"> ● February 2021 In-Service (Awareness and Commitments) ● Building-Based Teams ● Independent Reading/Research/Webinars ● Common Language Development 	<ul style="list-style-type: none"> ● Black Student Union and Gay/Straight Alliance at PRMS & PRHS ● DEI Leadership Council Students ● Peer-to-Peer ● Increased, Student-Initiated Clubs 	<ul style="list-style-type: none"> ● In-Depth Program Review Recommendations <ul style="list-style-type: none"> ○ ELA ○ Library ○ Social Studies ○ Music 	<ul style="list-style-type: none"> ● PRSD School Board Adoption of the Anti-Racism Resolution ● Adoption/ Implementation of Policy 103- Nondiscrimination ● Development/ Review of Policy 832 (Educational Equity) ● Strategic Recruitment for Staff Diversity



Sample 2021-2022 Goals

1. Continuously **improve climate and culture** within each school through DEI, RAMS Way, Relationships, DEI Building Teams, etc.
2. Update and approve **Policy 832 - Equitable Schools**
3. Create and administer a **PRSD Equity Audit**
4. Disaggregate and analyze data regarding the **culture of DEI** in our schools via the **annual survey**
5. Ensure staff have a command of the 3 key **common language terms (D,E, & I)**
6. Expand **IDPR Recommendations & Implementation**
7. **Extend DEI Leadership Council** into the 2021-2022 school year and confirm participation of members
8. Deepen and expand **partnerships with external people/organizations**
9. Share real-time examples (stories) of **improved experiences** as a result of this work.



Next Steps: Commitment Sought

1. Policy 832 - Board and Community Conversations

- a. Joint Governance Meeting on April 4, 2022
- b. Discussion, Refinement, Implementation Vision

2. Equity Audit Development

- a. Work on an Internal Equity Audit for Benchmarking
- b. Work on Additional Questions for Annual Survey
 - i. Consider Embedding 3 New Questions around Diversity, Equity, and Inclusion

