



# DEI Leadership Council

June 3, 2021



# 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.

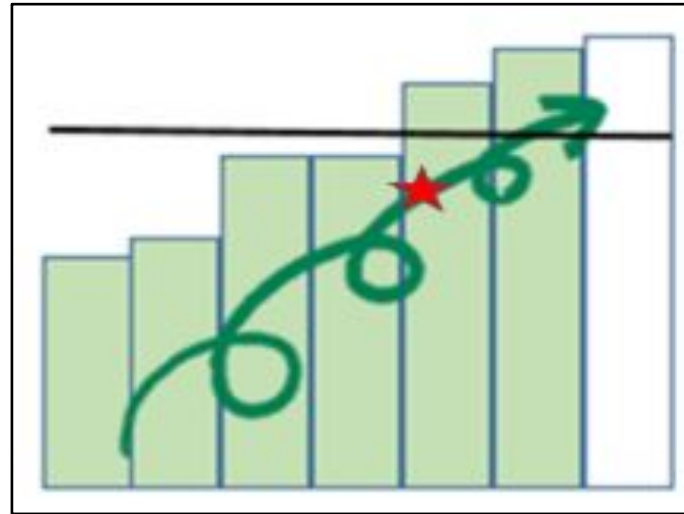
**VISION**

**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



# Agreements and Language

## Agreements

- Seek first to understand and then to be understood (vulnerability-based trust)
- Stay engaged
- Experience discomfort
- Speak your truth
- Expect and accept non-closure
- We are listening but are not ready to provide answers

## Language

- Black and Brown Students
- Students of Color
- Diversity
- Equity
- Inclusion
- Racism (explicit)
- Racism (systemic/institutional)
- Anti-Racism
- Social Justice



# Agenda

1. Welcome and Overview of the Meeting
2. Stakeholder Lenses (Impact)
  - a. Students
  - b. Anti-Racism Community Coalition
  - c. Board Member
  - d. School-Based Team Member
  - e. Expanded Team Member
3. DEI Areas of Focus “Buckets”
4. 2021-2022 Goals

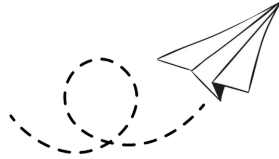




# Key Areas of Focus (Year in Review)

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"> <li>● Anti-Racism Coalition</li> <li>● Consultation with Experts in the Field</li> <li>● DEI Leadership Council</li> <li>● Established Agreements</li> <li>● DEI and Demographic Questions - Annual Surveys</li> </ul>	<ul style="list-style-type: none"> <li>● February In-Service (Awareness and Commitments)</li> <li>● Building-Based Teams</li> <li>● Independent Reading/Research/ Webinars</li> <li>● Common Language</li> <li>● Established Agreements</li> </ul>	<ul style="list-style-type: none"> <li>● Black Student Union at PRMS &amp; PRHS</li> <li>● DEI Leadership Council Students</li> <li>● Peer-to-Peer</li> <li>● Increased, Student-Initiated Clubs</li> </ul>	<ul style="list-style-type: none"> <li>● In-Depth Program Review Recommendations                             <ul style="list-style-type: none"> <li>○ ELA</li> <li>○ Library</li> <li>○ Social Studies</li> <li>○ Music</li> </ul> </li> <li>● Integration among Departmental Work for Robust, Sustained Outcomes &amp; Impact</li> <li>● Grade Span Projects &amp; Goals</li> </ul>	<ul style="list-style-type: none"> <li>● Adoption/ Implementation of Policy 103 (Nondiscrimination)</li> <li>● Development/ Review of Policy 832 (Equitable Schools)</li> <li>● Strategic Recruitment for Racial Diversity</li> </ul>

# DEI Goals (Start with the end in mind)

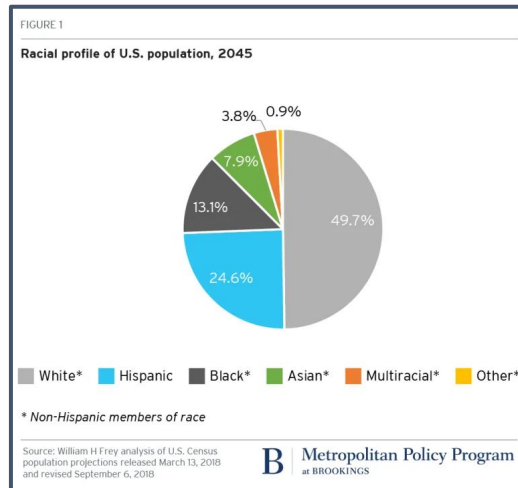


PERSONAL QUALITIES & CHARACTERISTICS

HEALTH & WELLNESS

KNOWLEDGE

SKILLS



## Brainstorm (individually first):

- DEI Awareness (self and system)
  - Students (Graduate Profile), Staff (PD to ensure comfort, readiness, and action among staff), Community (Education; Engagement; Advocacy; Establishment of Allies)
  - Implicit racism - Understanding racism
- Connecting all students to schools and people through a culture which is supportive and has overarching shared ethical responsibility to promote DEI competencies within each individual role (teacher, secretary, principal, etc.)
- Common Language and understanding
- Ability to engage in challenging conversations
- Celebrate and appreciate differences
- Address racial disparities
  - Hiring practices
  - Recruit, hire, develop, and retain a diverse and high-performing staff.
- Identify and embed culturally relevant instructional practices and curricular concepts addressed in an authentic manner (across all departments)
  - K-12 Developmentally appropriate
  - Ensure most effective instructional and assessment approaches for these newly embedded authentic, curricular experiences
- Awareness of each other's reality
- Comfort in being able to speak to and from their own reality/perspective, while listening actively to others' perspectives
- Accountability to an action plan listing the initial focal goals with the idea that it is sustained and continually improved beyond that initial set of goals

# Stakeholder Lenses & Goals

1. 2021-2022 Goals
2. Stakeholder Lenses
  - a. Students
  - b. Anti-Racism Community Coalition
  - c. Board Member
  - d. School-Based Team Member
  - e. Expanded Team Member





# 2021-2022 List of Possible Goals from Council

- Continue ongoing professional development for staff
- Identify diverse talent when hiring
- Continue having the challenging conversations - listen for understanding
- Update and approve policy 832 - Equitable Schools
- Create and administer a PRSD Equity Audit
- Disaggregate and analyze data regarding the culture of DEI in our schools via the annual survey
- Ensure staff have a command of the initial 4 common language terms
- Expand IDPR recommendations & implementation
- Extend DEI Leadership Council into the 2021-2022 school year and confirm participation of members
- Deepen and expand partnerships with external people/organizations