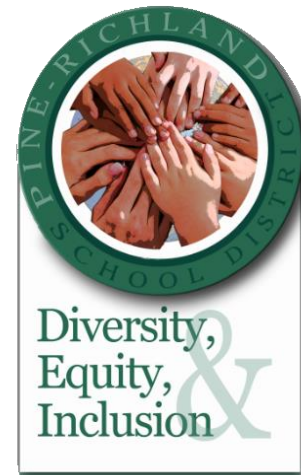




# Pine-Richland School District

**Diversity, Equity, & Inclusion**  
Committee Meeting 01-11-2021





# Agenda

- Review a brief summary of **action to date**; (Dr. Pasquinelli)
- Analyze the MAEC **audit findings**; (Mr. Hustwit)
- Identify the initial **common language** terms/phrases to establish common language and understandings; (Dr. Justus)
- Share professional development plans for the **implementation of Policy 103** *Nondiscrimination/Title IX Sexual Harassment Affecting Students*; (Mr. Glickman)
- Review PA School Board Association's (PSBA) **Policy 832 Educational Equity**; (Dr. Pasquinelli)
- Identify ways to further disaggregate the annual staff, student, and community surveys to **measure the impact of this work**. (Dr. Paczan)



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."

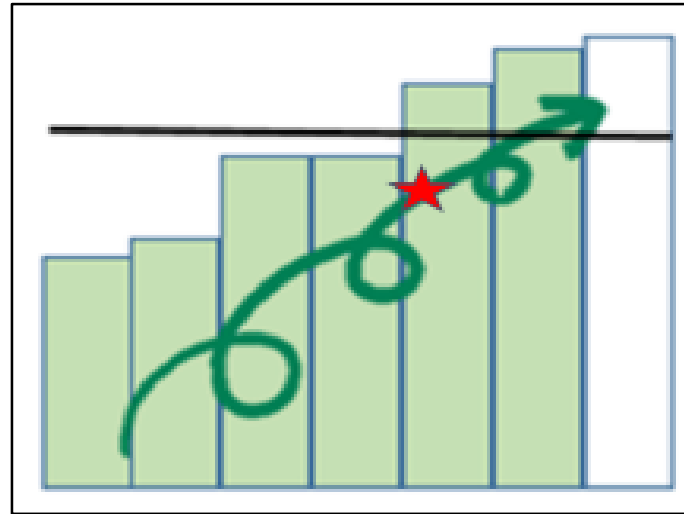
**Innovation** represents breakthrough change through problem solving and critical thinking.

**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 15044 | 781-697-0777

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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



# Why We are Here



PERSONAL QUALITIES & CHARACTERISTICS

HEALTH & WELLNESS

KNOWLEDGE

SKILLS

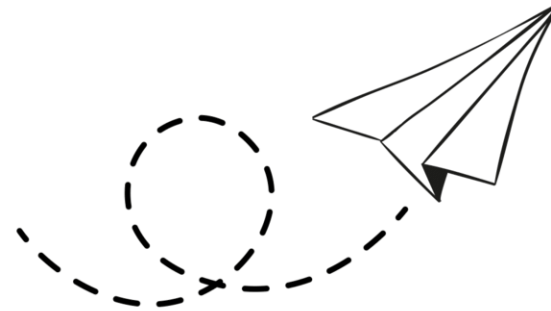
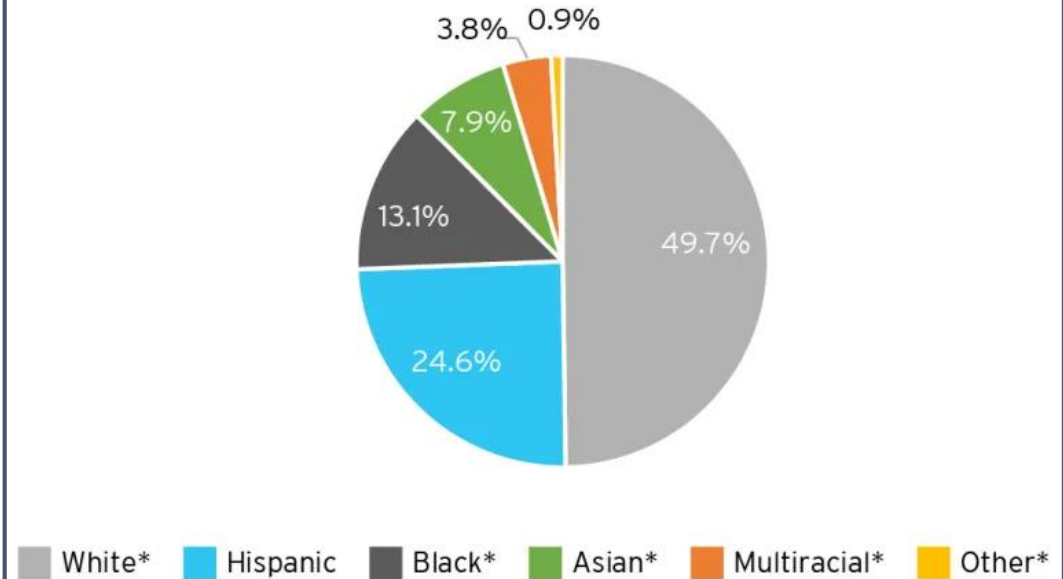


FIGURE 1

Racial profile of U.S. population, 2045



Source: William H Frey analysis of U.S. Census population projections released March 13, 2018 and revised September 6, 2018

**B** Metropolitan Policy Program at BROOKINGS



# Short- and Long- Term Actions to Date



# Short-Term Action to Date



Diversity,  
Equity,  
&  
Inclusion

- Partnership with the community-based **PR Anti-Racism Coalition**
- Identified a **K-12 core and expanded team** of staff members and consulted with university partners
- We are working to ground ourselves in **research and learning activities from external sources to establish common understandings**
- Established a 42 person **DEI Leadership Council** made up staff members, parents, students, and school board members.
  - Meeting #1 - October 28, 2020
  - Meeting #2 - December 17, 2020
  - Meeting #3 - February 2021
- Supported students in establishing **Black Student Unions** at PRMS and PRHS
- **Counselors contacting families of color**
- Establishing relationships/partnerships with other districts
  - Dr. Herring, South Fayette; Dr. Nelson, West Allegheny



# Long-Term Plans for Sustainable Change

- Establishment/Refinement of **Diversity, Equity, and Inclusion (DEI) Goals**
  - Outcomes and Measures
- **Equity Audit Analysis** - Mid-Atlantic Equity Consortium
- Glossary of Terms Reflection and Prioritization for **Common Language & Understanding**
- **Review of Data** to Identify Strengths and Weaknesses
- **Recommendations for Action** within the Following “Buckets”
- **Policy 103 and 832** Development and Implementation

Family & Community Outreach and Partnerships	*Staff Training and Development	Student Organizations and School Culture (Student voice)	Curriculum and Instruction	*Policies, Procedures (Hiring Process/ Recruitment)
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\*Areas of Initial Focus

Black and Brown families and students are the primary focus group currently; this work will continue to expand and impact the culture of Pine-Richland School District.



# DEI Goals (Start with the end in mind)

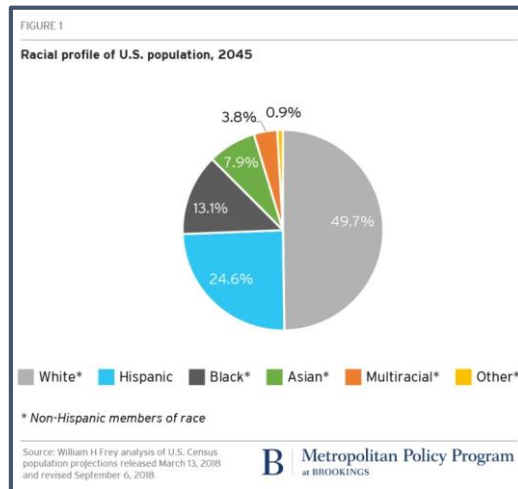


PERSONAL QUALITIES & CHARACTERISTICS

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





# Audit Findings



# Equity Audit Analysis

<b>PRSD Expanded Team</b>	School Policy (Pasquinelli) #1	School Organization/ Administration (Glickman, Minsinger) #2	School Climate (Paczan, Straub) #3	Staff (Simmons, J. Miller, Glickman) #4	Assessment/Placement (Hustwit, Godino) #5	Professional Learning (Sloan, Rose) #6	Standards and Curriculum (Justus) #7
Color Code (Green=Strong) (Yellow=Average) (Red=Weak)							

<b>DEI Leadership Council</b>	School Policy (Pasquinelli) #1	School Organization/ Administration (Glickman, Minsinger) #2	School Climate (Paczan, Straub) #3	Staff (Simmons, J. Miller, Glickman) #4	Assessment/Placement (Hustwit, Godino) #5	Professional Learning (Sloan, Rose) #6	Standards and Curriculum (Justus) #7
Color Code (Green=Strong) (Yellow=Average) (Red=Weak)							

Findings comparison between **PRSD Core/Expanded Team** and the **DEI Leadership Council**



# Common Language



# Common Language and Understandings

Key Initial Terminology to Develop Common Language and Understanding  
Leads to Learning Activities for Staff and Students

Accountability	Cultural Racism	Inclusion	People of Color	Racism
Ally	Discrimination	Institutional Racism	Power	Social Justice
Anti-Racism	Diversity	Microaggression	Privilege	Structural Racism
Black Lives Matter	Equity	Movement Building	Race	White Fragility
Cultural Appropriation	Implicit Bias	Multicultural Competency	Racial Equality	White Privilege

*“When we all use the same language, we have a common understanding of precisely what we mean and what’s expected. Having a common language also helps to keep the focus on the principle rather than allowing the exchange to dissolve into a personal conflict. We can talk about the importance of “honoring our commitment” or “getting clear on the expectations” instead of feeling like our personal integrity is being challenged. This helps to reduce the emotion in the situation and keeps the exchange productive.”*

- CultureWise

<https://culturewise.com/the-power-of-a-common-language/#:~:text=When%20we%20all%20use%20the,dissolve%20into%20a%20personal%20conflict.>



# Policy 103

*Nondiscrimination/Title IX Sexual  
Harassment Affecting Students*





# Approval to Implementation

**AR 103A**  
Nondiscrimination in School and  
Classroom Practice Complaint Procedures

**AR 103B**  
Nondiscrimination in School and  
Classroom Practice - Gender and Gender  
Identity

**AR 103C**  
Title IX Sexual Harassment Procedures and  
Grievance Procedures

<b>Training Topics:</b>	Students	Staff	Community
Awareness of policy and complaint procedures	x	x	x
Knowledge of key district contacts, roles, & responsibilities	x	x	x
Required action based on complaint allegations		x	
Understanding of key terms	x	x	x
Awareness of timeline for action and findings	x	x	x
Understanding of how findings are communicated	x	x	x
Knowledge of grievance process	x	x	x



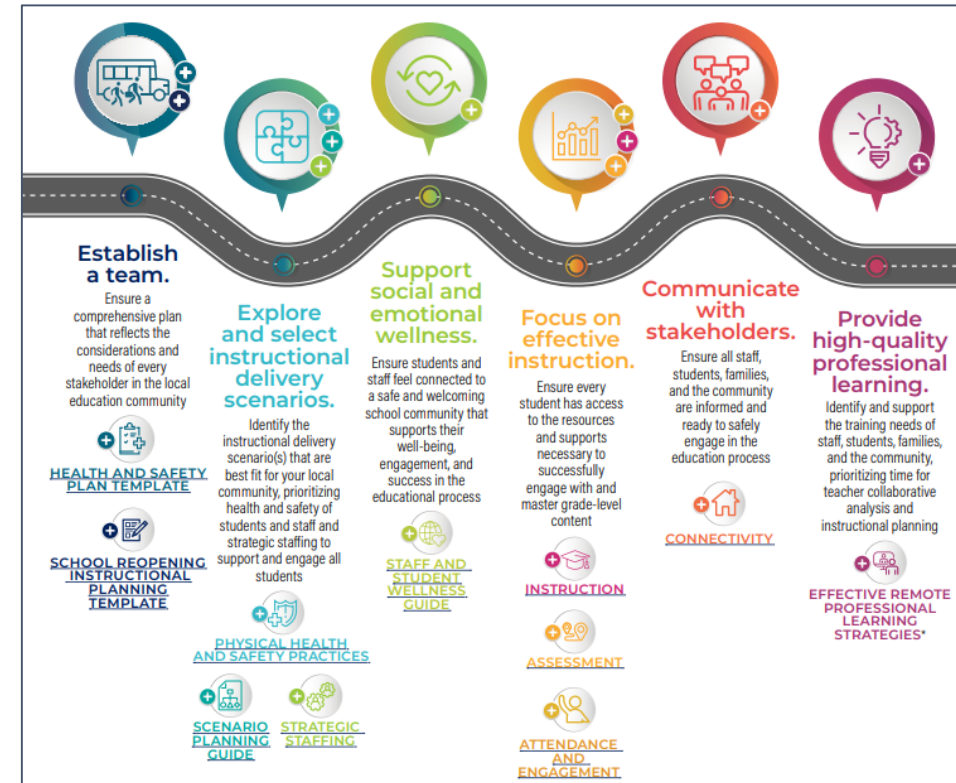
# Policy 832

New PSBA Policy  
*Educational Equity*

# Policy 832 Educational Equity



- Common Language and Understandings
- Frequency of Equity Audits
- Development of Equity Action Plans
- Frequency of Equity Updates
- Data Analysis
- Equitable Access to Resources and Learning Pathways
- Inclusive Environment
- Partnerships
- Workforce Diversity
- Training and Professional Development



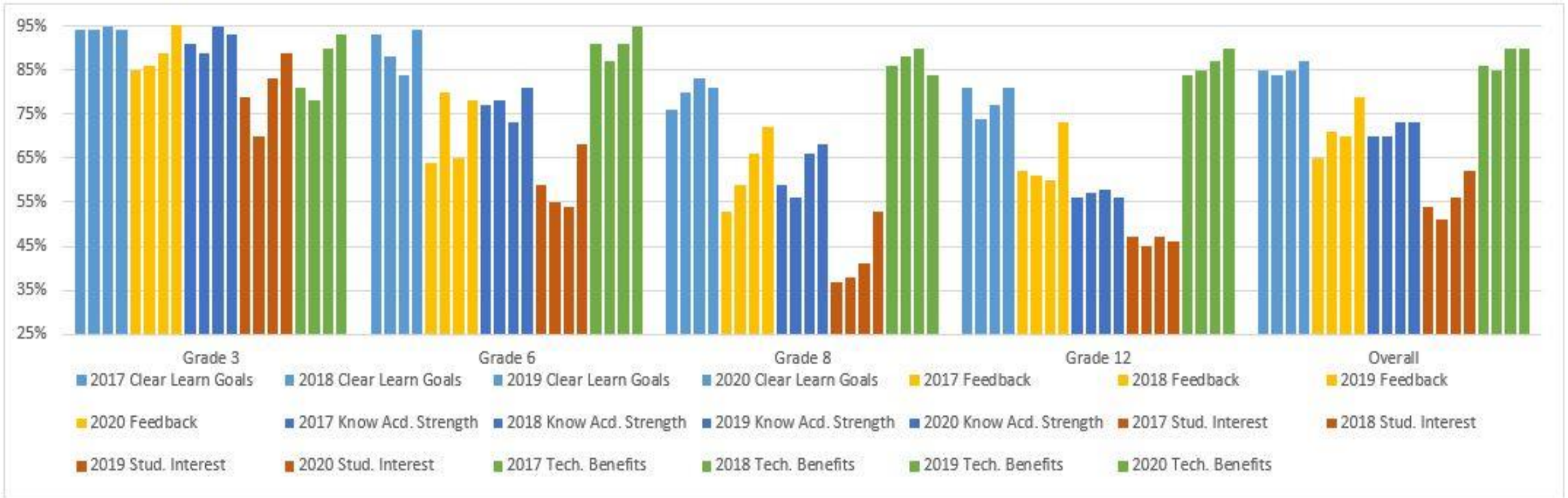
PDE Equitable Schools Roadmap



# Annual Survey Analysis Options



# Sample Student Engagement Results



Opportunity to disaggregate by race and add questions aligned with DEI Study





# Next Steps

- Use audit results and DEI Leadership Council feedback to inform research bucket focus areas
- Develop PRSD learning activities to deepen understanding of key terminology
- Solidify goals/outcomes of the DEI strategic initiatives and key measures of progress/success
- Continue **professional development** for core and expanded teams
  - University of Pittsburgh course, Partnerships with other school districts
- Create **professional development** sessions for implementation of anti-discrimination **policy**
- Develop initial staff **professional development** February 2021

Family & Community Outreach and Partnerships	*Staff Training and Development	Student Organizations and School Culture (Student voice)	Curriculum and Instruction	*Policies, Procedures (Hiring Process/ Recruitment)
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