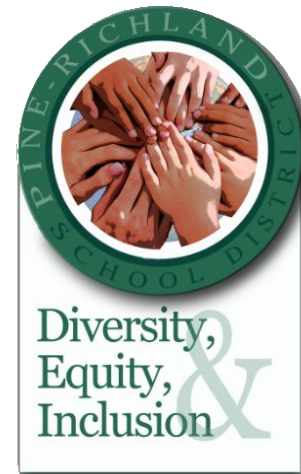




Pine-Richland School District

Diversity, Equity, & Inclusion Leadership Council
Wednesday, October 28, 2020





Agenda

- Welcome
- Share how this initiative aligns the PRSD Mission, Vision, and Values
- Introduce the role of the DEI Leadership Council and our confirmed members
- Provide an overview of the planned research/action project (“research buckets”)
- Gather input from all participants through breakout groups
- Share tentative timeline



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.

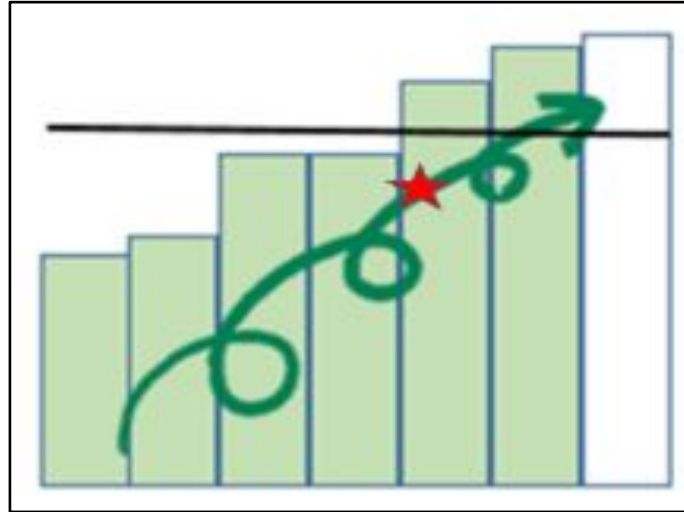
VISION

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 15110-6100 | 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

Pine-Richland School District Students (2018-2019) Future Ready PA Index

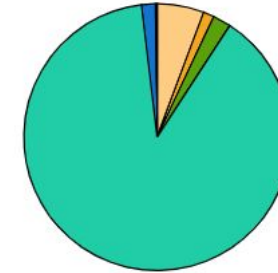


Percent Enrollment by Student Groups

Economically Disadvantaged	7.5%
English Language Learner	0.2%
Special Education	13.8%
Foster Care	0.1%
Homeless	0.3%
Military Connected	0.2%

Enrollment: 4,526

Percent Enrollment by Race/Ethnicity



American Indian/Alaskan Native	0.1%
Asian	5.7%
Black	1.3%
Native Hawaiian or other Pacific Islander	0.1%
Hispanic	2.2%
White	88.9%
2 or More Races	1.7%



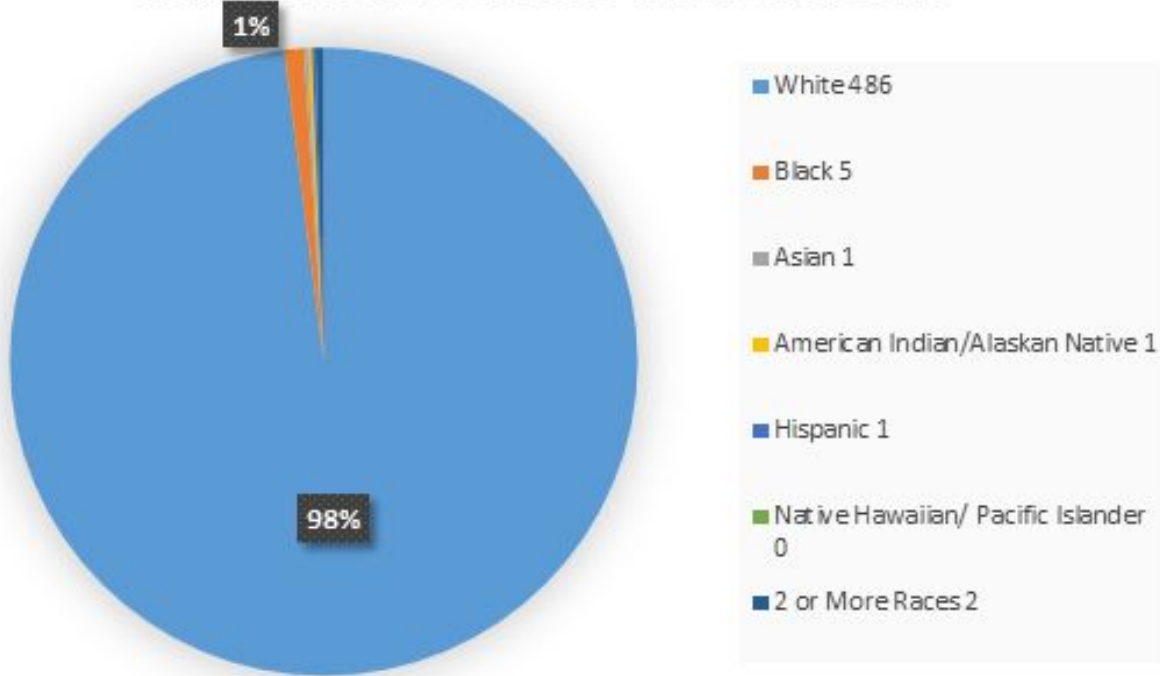
Pine-Richland Staff

Segment	Job Type and Number of Employees	Unit	FTE	Gender and Diversity
Contract	Supt; Asst. Supt; Dir. of HR&L and F&O.	None	5	2 F/3 M; 5C
Admin	Principals; APs; Psych; (see Org Chart)	Act 93	21	10 F/11 M; 20C;1B
Faculty	Teachers (316); Counselors (13); Social Worker (1); Nurses (6)	Union PREA	326	226 F/100 M; 1A; 321C; 1LX/PI; 3B
Educational Support	Sec; Para; PCAs; Cust.; Maint.	Union ESPA	127	92 F/35 M; 124C; 1B; 1AI/A; 1C/A
Admin Support	AAs; Account; Media; IT; Safety & Security	None	17	11 F/6 M; 16C; 1LX
Total			496	341 F/155 M

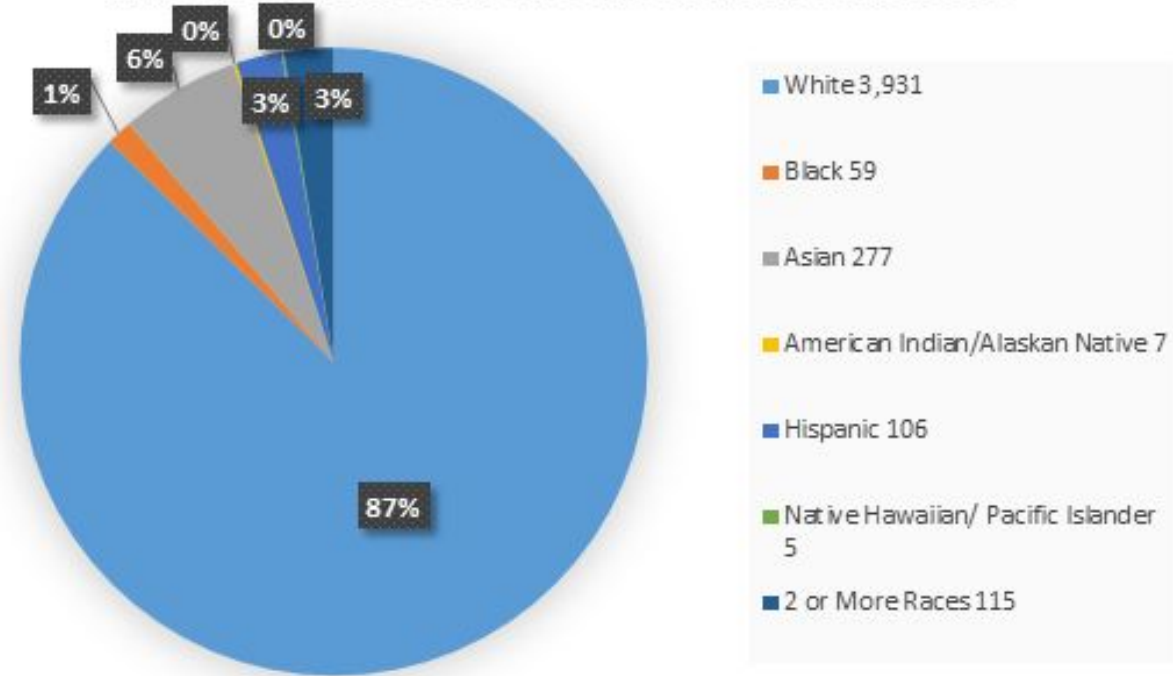


Pine-Richland Staff and Student Racial Profile

Racial Profile of Pine-Richland Staff



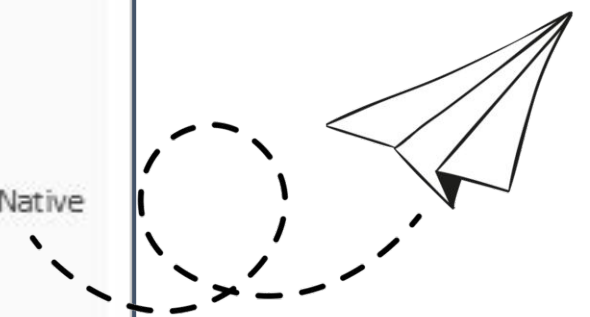
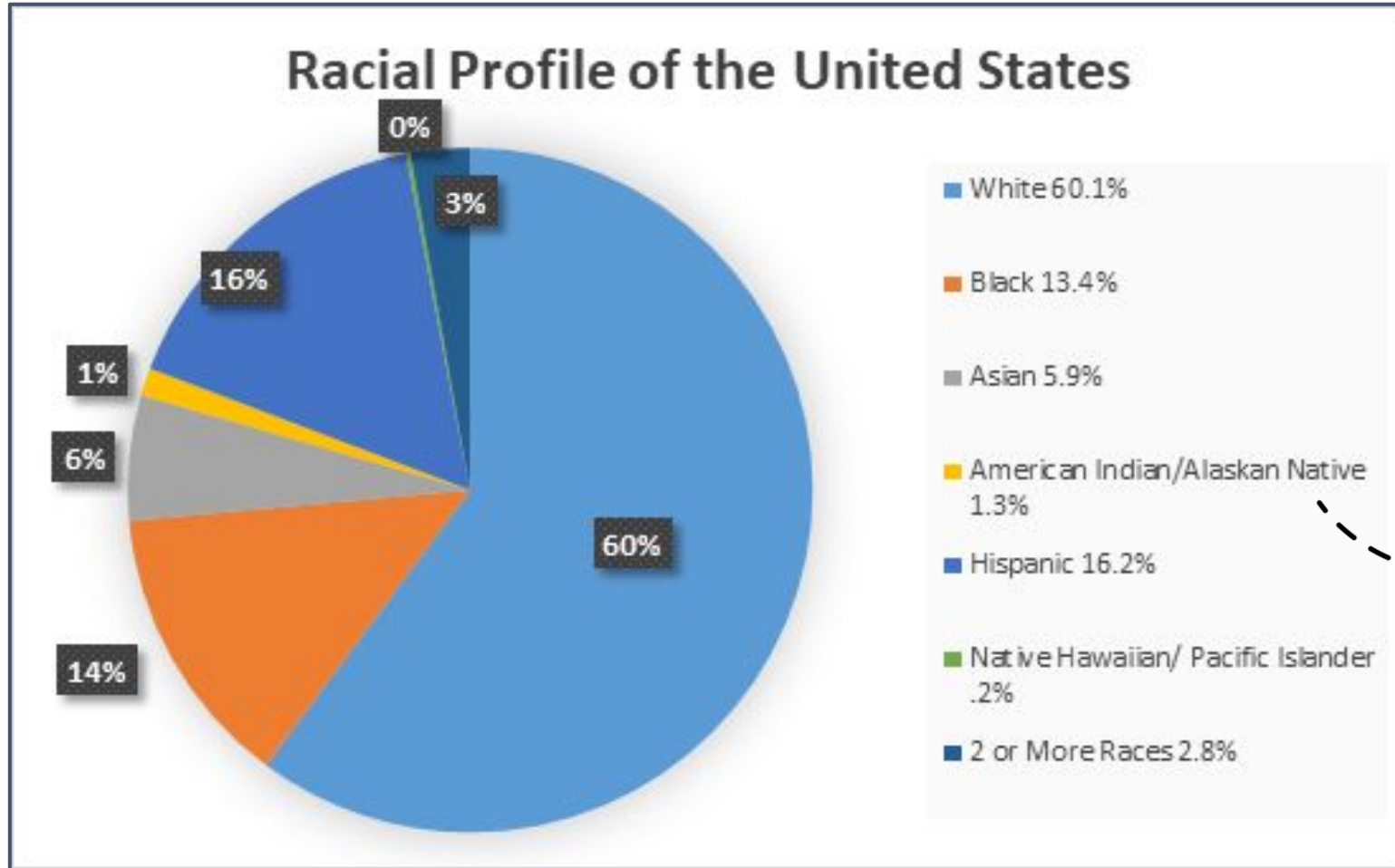
Racial Profile of Pine-Richland Students



Enrollment: 4,469



United States Racial Profile (2019 US Census est)





Why We are Here



PERSONAL QUALITIES & CHARACTERISTICS

HEALTH & WELLNESS

KNOWLEDGE

SKILLS

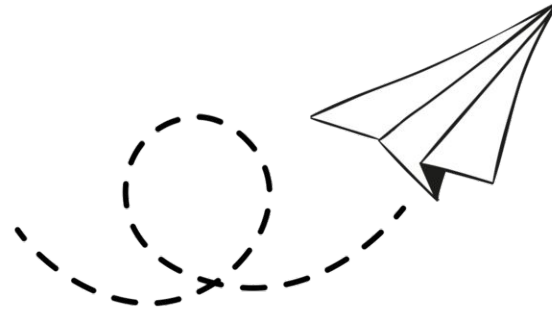
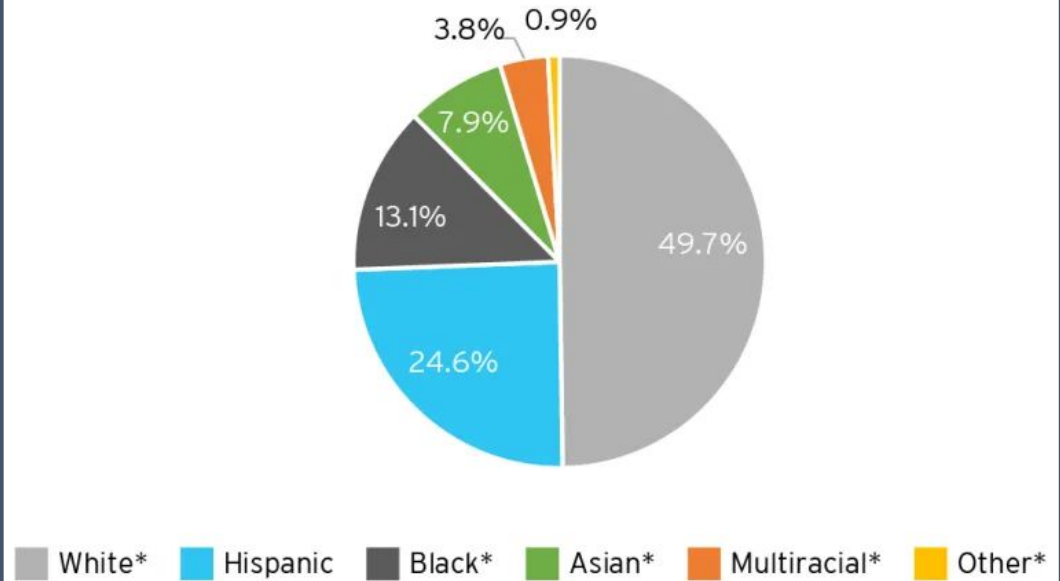


FIGURE 1

Racial profile of U.S. population, 2045

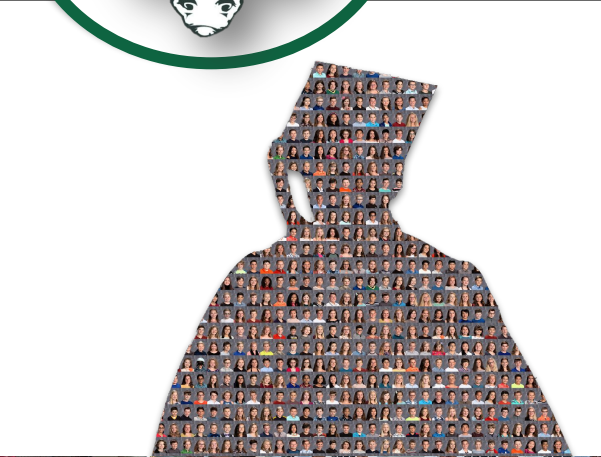


Source: William H Frey analysis of U.S. Census population projections released March 13, 2018 and revised September 6, 2018

B Metropolitan Policy Program
at BROOKINGS



Why We are Here



Support For and Stand With our Black students and families





DEI Leadership Council Roles

DEI Leadership Council is an oversight group made up of stakeholders with a variety of backgrounds and perspectives. The roles of the **Council** are:

- To provide **feedback and guidance**
- To engage in some **research** based on availability and background/interest
- To share **expertise, experiences, and best practices**

DEI Leadership Council is not a decision-making body. Emerging recommendations and action plans will be shared with the **Council** for feedback.

DEI Leadership Council



Last Name	First Name	Organization	Building
Patterson	Dr. Russell	Parent	EHUE
Mestre	Meredith	Parent	EHUE
Lydic	Tanisha	Parent	PRHS, PRMS
Gathers	Rashard/Carla	Parent	PRHS
Hong-Bang	Susan	Parent	PRHS, PRMS
Plowey	Michelle	Parent	PRMS
Dhagat	Hetal	Parent	RES
Smalley	Darrell	Parent	WEX
Stearns	Sofya	Parent	WEX
Justus	Kristen	PRSD	Admin
Pasquinelli	Michael	PRSD	Admin
Miller	Brian	PRSD	Admin
Glickman	Brian	PRSD	Admin
Hustwit	Noel	PRSD	Admin
Hathhorn	Rachel	PRSD	Admin
Bryant	Danielle	Student	PRHS
Blackwell	Peter (P.J.)	Student	PRHS
Lachimia	Alexander (A.J.)	Student	PRHS
Siegal	Andrew	Student	PRHS
Amr	Zeyad	Student	PRHS

Last Name	First Name	Organization	Building
Miller	Jennifer	PRSD	EHUE
Mesin	Angela	PRSD	EHUE
Berezo	Nicole	PRSD	EHUE
Godino	Tammy	PRSD	HES
Simmons	Sean	PRSD	PRHS
Perko	Mary	PRSD	PRHS
Bowman	Nancy	PRSD	PRHS
Straub	Leslie	PRSD	PRHS
Switala	Dr. Michelle	PRSD	PRHS
Jones	Tricia	PRSD	PRMS
Minsinger	Jacob	PRSD	PRMS
Rose	Michael	PRSD	PRMS
Welshonce	Carolyn	PRSD	PRMS
Gayle	Terree	PRSD	PRMS
Paczan	Maura	PRSD	Pupil Services
Sloan	Jenna	PRSD	RES
Jewart	Stephanie	PRSD	RES
Firmin	Joanna	PRSD	WEX
Meyer	Dr. Carla	School Board Director	School Board Director
Lyons	Peter	School Board Director	School Board Director
Swope	Kasia	School Board Director	School Board Director
Casciani	Marc	School Board Director	School Board Director



Partners in Planning and Action

- **Pine-Richland Black and Brown Families**
- **University of Pittsburgh** - *PittEd Justice Collective* - Dr. Valerie Kinloch, Dean of the School of Education
- **Duquesne University** - *Interrupting the Trauma of Societal Inequality*
- **Anti-Defamation League (ADL)** - *No Place for Hate* - Alana Bandos, Education Director
- **Point Park University** - Dr. Stanley Denton, Professor of Education
 - Multicultural education, human relations and social psychology
 - Seminar leader and speaker on diversity, educational issues and conflict resolution
 - Worked with Fred Rogers
 - Former Program Officer for Multicultural Education for Pittsburgh Public Schools
 - Created model for incorporating diversity across the curriculum
- **Penn State University** - Dr. Gary Abdullah, Assistant Dean of Diversity and Inclusion, Donald P. Bellisario College of Communications, and Charleon Jeffries, Director of Diversity, Equity and Inclusion for Penn State's Division of Development and Alumni Relations; and "*Diversity and Inclusion Networking Event: Leadership Through Social Justice-A Workplace Lens*" Webinar (multiple panelists)
- **South Fayette** - Dr. Charles Herring, Director of Diversity, Equity, and Inclusion



Sharing Recommendations from Partners

- Get to know your community - listen, **University of Pittsburgh**
- Identify what is working and what is not working, **University of Pittsburgh**
- Agreements from the Courageous Conversations about Race Protocol
- Understand racism as a systematic problem that needs a systematic solution
- Determine the compelling why; education of staff/faculty on explicit and institutional racism; the important work is setting the groundwork for transformation (not surface-level activities), **Penn State University**
- Student engagement and involvement is a vital part of the change process, **University of Pittsburgh & Avonworth SD**



Key Areas of Focus

Family & Community Outreach and Partnerships	Staff Training and Development	Student Organizations and School Culture (Student voice)	Curriculum and Instruction	Policies, Procedures (Hiring Process/ Recruitment)
What are our strengths?				
What are our needs?				
Who and/or what are our resources?				
Who will be involved?				
What are our goals?				

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.



Example: Curriculum and Instruction

What are our strengths?	What are our needs?	Who and/or what are our resources?	Who will be involved?	What are our goals?
<ol style="list-style-type: none"> 1. PRSD written curriculum 2. In-depth program review (IDPR) process 3. High-quality staff 4. Updated resources 	<ol style="list-style-type: none"> 1. Diversity of authors (race, gender) 2. Diversity of text selections based on race and perspective 3. Training for teachers on how to approach controversial issues 	<ol style="list-style-type: none"> 1. Staff study (SS and ELA IDPR) 2. University Partners 3. Business Partners 4. Textbook Vendors 	<p>Pasquinelli and Justus Building Principals ALCs Teacher Leaders University Representatives Community Representatives</p>	<ol style="list-style-type: none"> 1. Promote cultural literacy and respect for others and their views, challenging personal perceptions and familiar experiences (e.g. PR Bubble). (Measure) At least one learning activity integrated into every unit of study for all courses by June 2021. 2. Review K-12 texts to develop a text list that delineates the grade level at which each text will be used based on preset criteria (e.g., cultural relevance, cultural diversity, time-periods, student interest, etc.). Clarify core and protected texts by grade-level and department. (Measure) List of K-12 text recommendations updated and phased integration plan developed by June 2021. 3. Research and select a range of novels that are current and diverse, providing opportunities for choices for students. Include a variety of methods for accessing the book or novel (online, paperback) to expose students to different ways of interacting with text. (Measure) List of core novels identified and aligned with curriculum by June 2021.



Agreements and Language

Agreements

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

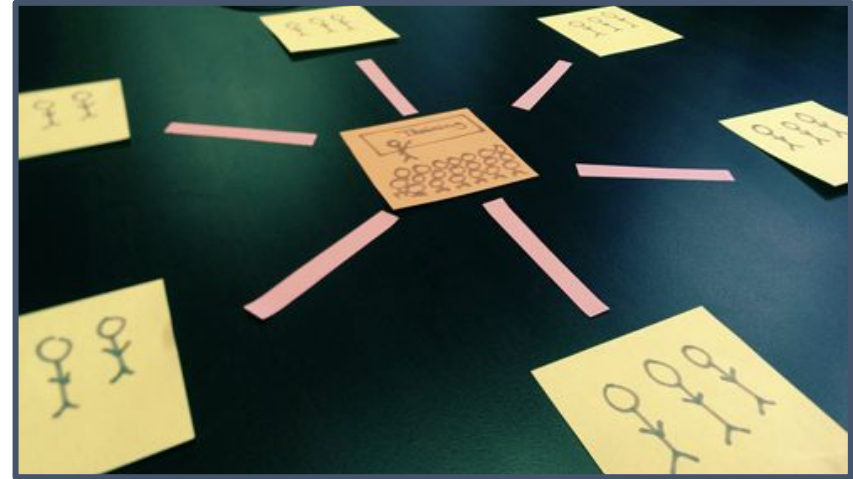
Language

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



Breakout Groups

1. Review the current buckets
2. Consider what may be missing
3. Ideas/recommendations
4. Identify subtopics
5. Additional agreements and language



Mr. Glickman - Facilitator	Mr. Hustwit - Facilitator	Dr. Justus - Facilitator	Dr. Pasquinelli - Facilitator
Mrs. Bowman - Notetaker	Mrs. Straub - Notetaker	Mr. Minsinger - Notetaker	Mrs. Welshonce - Notetaker
Group 1	Group 2	Group 3	Group 4



Tentative Timeline for Research/Action

- **November** - Research Bucket Work
- **December** - Leadership Council
 - Short-term/Long-term Updates
 - Process Update
- **December** - Research Bucket Work
- **January** - Research Bucket Work
- **February** - Leadership Council
 - Short-term/Long-term Updates
 - Emerging Recommendations
- **March** - Research Bucket Work
- **March - April** - Community Town Hall
- **April** - Leadership Council
 - Short-term/Long-term Updates
 - Emerging Recommendations
- **April** - Research Bucket Work
- **May** - Leadership Council
 - Final Recommendations
 - Action Plans

Final Report and Community Presentation
June - July 2021



THANK YOU FOR YOUR ENGAGEMENT!

PRSD DEI Website

- Community Updates
- Communications
- Presentations

<https://www.pinerichland.org/Domain/1362>





Action to Date

- Anti-Racism Resolution
- Policy 103 Revisions & Updates (Non-Discrimination)
- District-Wide Communication
- Counselor Outreach to Black and Brown Families
- Black Student Unions (middle school and high school)
- Ongoing Collaboration with Anti-Racism Coalition
- DEI Leadership Council

*We're Just Getting Started:
Sustainable Actions to Impact Culture over Time*