

Defining, Managing, and Modeling

DIVERSITY & INCLUSION

in Wylie ISD

2022-2023





WYLIE ISD D&I Overview

The Diversity & Inclusion program is an extension of the Wylie Way philosophy.

It focuses on bringing people together and providing a more supportive environment for everyone in our school community.





DIVERSITY

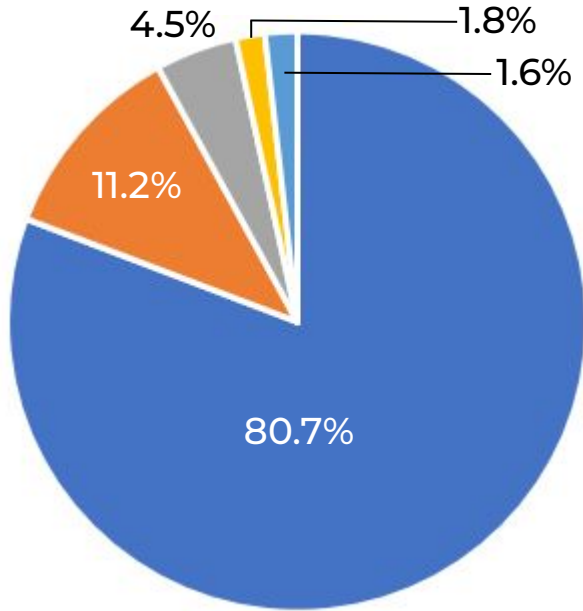
Diversity is the variety that makes up our school community, including but not limited to someone's race, color, religion, sex, gender, national origin, disability or age.

(per board policy)

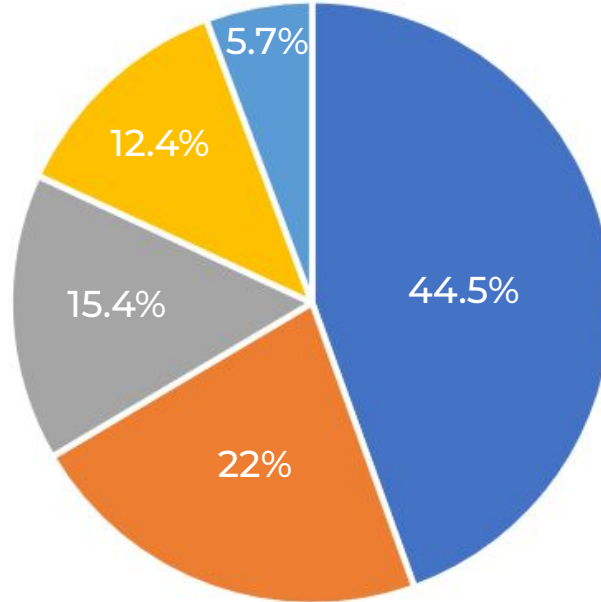




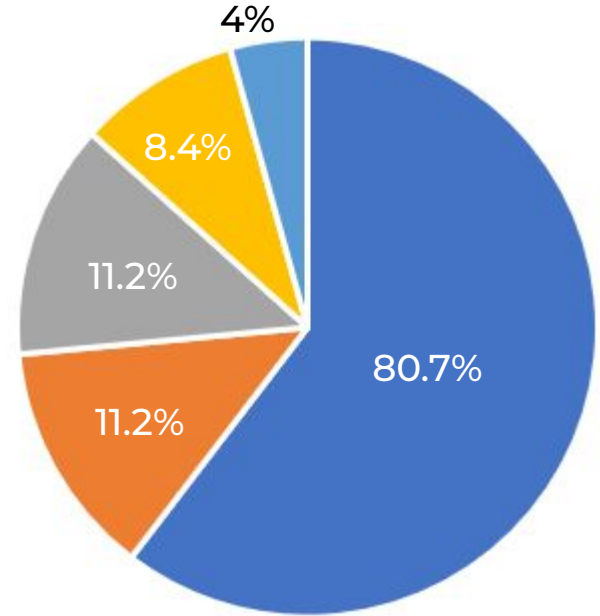
WYLIE ISD DEMOGRAPHICS



Wylie ISD Teacher Demographics



Wylie ISD Student Demographics



City of Wylie Demographics



White



Hispanic



Black



Asian-Pacific
Islander



Other



INCLUSION

An environment where every person has a sense of belonging, where they feel valued for the uniqueness that they bring, and where they feel safe to do their best work.





WYLIE ISD Mission

The mission of Wylie ISD is to sustain a culture of high expectations while valuing unity, relationships, and trust.





WYLIE ISD D&I Vision

We will enhance an environment where diversity is leveraged as a strength and where **ALL** of our educators, students, and families have a true sense of belonging, where they feel valued for the uniqueness that they bring, and where they feel safe to do their best work.





WYLIE ISD D&I 5 Pillars

1 Enhance an inclusive climate and culture

2 Attract, retain, and value a quality and diverse staff

3 Provide professional development for faculty and staff

4 Embrace the district's Relational Practice Initiative

5 Recognize and celebrate students and staff and the diversity of backgrounds and cultures that make up our school community





Relational Practices



Over the last three years, we have been on a journey in providing support for our teachers on how to systematically build relationships with our students. We call this process Relational Practices.

Relational Practices is a tool that we use to make staff, students, and families feel like they belong, valued, and safe in our classrooms, and a tool that can be used to redirect conversations back to learning in a way that aligns with our values.



Recruitment Efforts



One of the first steps to diversifying your workforce is taking care of the diverse people who are already a part of your organization.

This year, we have hosted monthly Hispanic Leadership Group meetings. They have been led by two of our teachers, Liz Damian and Carlos Chavez.

This has been an opportunity for us to bring together and provide leadership and learning opportunities for our hispanic teachers, and we hope to utilize the relational capital of the group to increase the diversity of applicants



Recruitment Efforts



Each spring, we identify colleges and universities to target for recruitment. This year, we are attending the following universities:

- UNT
- TWU
- Texas A&M Commerce
- Texas A&M
- Stephen F. Austin
- Tarleton State

We monitor the diversity of the teams that we send to the job fairs as a strategic recruitment strategy to increase our applicant pool.

In the fall of 2022, we sent a survey to parents in our school community regarding contacts they have with colleges and universities so that we can build more relationships with potential employees, and possibly add community members to future recruitment teams.



Adopt-A-Teacher



The teaching profession has taken some hits in recent years. A study conducted in 2022 found that 77% of educators surveyed reported that they have seriously considered leaving the profession, a 19% jump from 2020, and a 9% increase from the year before.

According to the report, teachers point to low pay, lack of respect from both the community and elected officials, excessive workloads.

In 2022, we sent a survey to parents in our school community to increase community involvement through creating an 'Adopt-a-Teacher' program so that we are providing support to first and second-year teachers.

This spring, we are identifying a pilot campus through which we can run this program. Our goal is to both provide support for our first and second-year teachers, and to show our educators how much our community values and respects the work they do.



WHY WYLIE

WHY DID YOU CHOOSE

WYLIE ISD?



In August of 2022, we began filming a series of videos called, *Why Wylie*. *Why Wylie* is a campaign where we focus on spotlighting and sharing the stories of Wylie ISD staff, students, and families based around the questions, “Why did you choose Wylie?” and, “Why do you choose to stay in Wylie?”

We have interviewed and shared stories featuring educators and staff members in many different departments, including maintenance, transportation, and nutrition.

These videos show the diversity of people and jobs in Wylie ISD, and serves as a recruitment tool. This also serves as a retention tool as it shows our staff members that we appreciate and value them!



CULTURAL CELEBRATIONS

Around the World:
A Multicultural Celebration



McMillan Junior High, Wylie TX
Saturday, Nov. 12th- 1 PM-3 PM

Come celebrate ALL of the rich & diverse cultural backgrounds of our students!

- Visit student/family multicultural booths
- Enjoy traditional music and dance performances
- Silent Auction and Dessert Auction

Interested in setting up a booth or donating a dessert item...please email beckywelch.mcmillanpta@yahoo.com

"Our heritage talks about the roots of our nation."

In the fall, we hosted a few different events to celebrate the many cultures that make up Wylie ISD!

In November, the the McMillan PTA hosted *Around the World: A Multicultural Celebration*.

Students and families packed the library and cafeteria, setting up booths that represented different countries and cultures. We enjoyed different goods, traditional music and dance performances, and activities while learning about the different cultures that make up our school community!





CULTURAL CELEBRATIONS

WYLIE HIGH SCHOOL

ONE WORLD, MANY CULTURES!



Festival

**FREE
ENTRY**

**CELEBRATE AND EXPLORE
CULTURES ALL OVER THE WORLD**

**DECEMBER 3
1-4PM**

FOOD AVAILABLE FOR PURCHASE

WYLIE HIGH PARKING LOT

2550 FM 544, WYLIE, TX 75098

Food vendors, if interested, contact whsoneworldevent@gmail.com

In the fall, we hosted a few different events to celebrate the many cultures that make up Wylie ISD!

In December, the Multicultural Student Organization hosted, One World, Many Cultures!

Students from different backgrounds and ethnicities setup booths all over the parking lot of the Wylie ISD athletic stadium that represented different countries, and we had over 10 food trucks providing a diverse menu of foods.

Students and other attendees, laughed, danced, and ate the day away!

