

ACCESS *and* INCLUSION

Diversity, Equity, Inclusion and Belonging in Park Hill School District



Dear Park Hill Community,

I have had the pleasure of serving in the role of Director of Access, Inclusion and Family Engagement in the Park Hill School District since 2021. Out of this role and work, our district's first Diversity, Equity, Inclusion and Belonging Council was formed in 2021. Our DEIB Council consists of students, families, staff and community members - all components who contribute as stakeholders in this work.

The Council hosts and facilitates annual community forums to seek feedback and understanding around the important work of diversity, equity, inclusion and belonging in Park Hill. Our first forums in 2022 yielded 750 pieces of unique feedback from the stakeholder groups in our community. From the feedback, the council carefully created our DEIB Drivers and Narratives, which were approved at the August 2022 Board of Education meeting.

These Drivers and Narratives guided the development of action teams and the chart of work for each of those groups. As we've implemented action teams, conversations and charts of work, we've also instituted our school-based DEIB Councils. These school-based DEIB Councils help focus on school related learning around this work. Again, families, students, staff members and community members help contribute to this work at the school level and district level.

We've built ambassadors for culture in Park Hill as well. Almost 40 ambassadors carry this work throughout our schools and community, supporting the notion that we share our stories and be clear in our communications. They help share purposeful learning and connections in their spheres of influence.

The culture objective in our Comprehensive School Improvement Plan (CSIP) states that we will create an environment where all students, staff and members of the Park Hill community feel a sense of belonging. We strongly believe and know that our DEIB work supports a sense of belonging and culture in our schools. This means that we want each of you, as Park Hill stakeholders, or simply readers of this piece, to know that you have a place here in Park Hill. Whether a student, a staff member, a family member, community member or beyond, your sense of belonging matters to us and you deserve to be seen and heard.

Thank you for connecting with Park Hill and with this work. We see you and we hear you.

Dr. Terri Deayon

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Director of Access, Inclusion and Family Engagement



CULTURE

Create an environment where all students, staff, and members of the Park Hill Community feel a sense of belonging.

Our Journey as a DEIB Council

We have done extensive work as a council since its inception.

Below are a few highlights:

2021

November

Park Hill School District establishes DEIB Council

2022

January/February

Host DEIB Community Forums

August

Board of Education approves DEIB Drivers, Narratives and Glossary

September

DEIB Council begins developing a chart of work

2023

February

Host DEIB Community Connections/Updates

April

DEIB Council launches ambassadors program

August

DEIB Council deploys the chart of work, building-level DEIB Councils begin to meet

2024

January

DEIB Council recognizes its first DEIB Champions

February

Host DEIB Community/Connections Updates



DIVERSITY, EQUITY, INCLUSION, AND BELONGING

DRIVERS NARRATIVES AND TERMS IN PARK HILL SCHOOL DISTRICT

Drivers and Narrative Statements

As we work toward building successful futures...each student...every day... the Park Hill School District commits to the following:

Create Safe and Welcoming Spaces

We will create a place where all people feel safe and valued for who they are by promoting welcoming spaces and practicing inclusivity in all actions.

Cultivate Meaningful Connections

We commit to cultivating meaningful connections by engaging all stakeholders in DEIB work to increase trust and community involvement.

Expect Accountability

We will create a culture of accountability through restorative practices, including repairing hurt/harm/damage, engaging in uncomfortable conversations, learning from, and addressing our mistakes.

Ensure Inclusive Representation

We will ensure inclusive representation with intentional and meaningful DEIB practices in our workforce, curriculum, and programming so they mirror the communities we serve.

Engage in Purposeful Learning and Conversations

We will engage in purposeful learning and conversations, measure our progress, and help each other as we build a more inclusive Park Hill community.

Share our Stories and be Clear in our Communications

We will honor the stories of our Park Hill community and promote our commitment to DEIB practices by clearly communicating our successes and learning opportunities.



Strategic Plan

We have made equity a core part of our strategic plan.

When we created our Comprehensive School Improvement Plan (CSIP) in 2018, we added a sixth core value – equity. As the 2023-2028 CSIP team created the next iteration, team members continued to prioritize access and inclusion. **Our current CSIP has one goal...to build successful futures for Park Hill students of all backgrounds.** One of the three CSIP objectives is culture, stating that we will create an environment where all students, staff and members of the Park Hill Community feel a sense of belonging. As a district not only is equity an embedded focus, but each of our schools has incorporated this focus into their own building school improvement plans (BSIPs).

PHSD continues our Diversity, Equity, Inclusion and Belonging (DEIB) work, in alignment with our Board of Education approved DEIB Drivers and Narratives, throughout the three CSIP objectives of academics, culture and systems. In academics, we will implement culturally responsive education practices. In culture, we will develop charts of work to implement the DEIB Drivers and Narratives. In systems, we will recruit, retain and support a high-qualified staff representative of our students. All this work is done through sustaining a fiscally intentional operating budget reflective of strategic goals.



Commitment

We are committed to our efforts toward access and inclusion.

We study culturally responsive education.

Since 2015, we've been studying the work of Zaretta Hammond on culturally responsive education and providing training to our leaders and teachers on this important framework. We also incorporate culturally responsive teaching into our system for evaluating our teachers.

We work with consultants.

Our partnership with Sophic Solutions began in 2021. As thought partners, they support our district's diversity, equity and inclusion efforts with a focus on change management, by facilitating community forums, providing ongoing consultation and professional development, co-leading community engagement opportunities, and helping to ensure strategic alignment across the organization.

We are working with People of All Colors Succeed (POAC).

Together, we lead conversations with coaches and students in our athletics programs.

We implement the national AVID program.

This is a program that helps close the opportunity gap in all of our schools.

We provide educational resources.

We maintain a repository of expert resources for staff to use.

We integrate this work across the organization.

We know this work transcends our entire organization and all must be accountable for continuous improvement pertaining to access, diversity, equity, inclusion and belonging. You can look no further than the 2023-2028 CSIP where this work is found in the objectives of academics, culture and systems.



Employee Resource Groups

ERGs are employer-recognized workplace groups voluntarily led by employees.

We currently have two approved and formally recognized Employee Resource Groups (ERGs) in our district. ERGs are employer-recognized workplace groups voluntarily led by employees. These groups allow employees with commonalities to meet, support each other and produce a particular outcome that can help improve our organization and their job satisfaction. An employee resource group is a workplace club or more formally realized affinity group organized around a shared interest or identity.



Our District DEIB Council at Work

We are on a journey.

We have a District-level DEIB Council that consists of five action teams: Safe Spaces, Community Learning/Education, Events/Holidays/Calendars, DEIB Champions and Communications. Each action team has developed and is carrying out a chart of work in alignment with our DEIB Drivers and Narratives. We are proud to say that our Drivers and Narratives, action teams and the charts of work were all derived from stakeholder feedback received during the original Community Forums (2022) and the annual Community Connections/Updates that have since followed in 2023-2024. These sessions are open to students, staff, families and community members. In fact, our students help us host and moderate community feedback sessions, as well as information/learning sessions.

Our district DEIB Council action teams added value through their work in 2023-2024. One team established a system to honor DEIB Champions on an annual basis. We honor a student, staff member and community member who actively support the District's DEIB work at the district's annual Hall of Fame Celebration. Another District DEIB Council action team collaborated with district administration and an external partner to offer three live webinars about the topic of Restorative Practices, a major initiative in our 2023-2028 CSIP. The Communications action team assisted in promoting work through social media, video work and bulletins, as well as creating this report. In addition, we have one team seeking input from students and staff to further refine their work while another is putting finishing touches on its work to educate our school community on important holidays, events and observances. All this work is centered on the culture objective of our CSIP, which is to create an environment where all students, staff, and members of the Park Hill Community feel a sense of belonging.



Our DEIB Work By The Numbers



58

Total number of students, staff and community members who have served on the District's DEIB Council since it began in November 2021

36

Number of council members who are now DEIB Ambassadors

(Individuals who have served on the council and have rolled off to allow for new members)

303

Number of students, staff and community members serving on building-level DEIB councils during 2023-2024

20

Number of building-level DEIB Councils

7

Number of Community Connection Events conducted since 2021

5

Number of District DEIB Council Action Teams



Park Hill School District

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