



GOAL AREA	STAFF
STRATEGY	Develop and implement plans for professional development for all staff for supporting a diverse range of student social emotional needs
RATIONALE	Feelings of belonging and inclusion in the school setting are critical to student learning and overall success; understanding a wide range of student experiences and needs is related to increased feelings of belonging and inclusion
ACTION PLAN TITLE	Staff Professional Learning, Diverse Student Needs - 24-25 Update
ACTION PLAN STEPS	<ul style="list-style-type: none"> ● Review learning completed through Student Success Council work (23-24 school year) regarding responding to incidents of bias in the school setting (training delivered by the Anti-Defamation League/ADL); develop plan for scaling training for full staff <ul style="list-style-type: none"> ○ Implement training for all staff related to responding to incidents of bias in the school setting (to include the provision of resources) ○ Implement training related to reporting bias incidents and student consequences (to include restorative and re-teaching measures) related to bias incidents for all staff ○ Include incident bias response training for all new administrators completing onboarding ● Review work related to education related to different areas of student diversity (to include student survey data collected Spring 2024 regarding feelings of inclusion/belonging); develop training plan for staff related to identified areas <ul style="list-style-type: none"> ○ Implement training for all staff related to different areas of student diversity (for example: provide staff development on different religious practices/celebrations and student impacts related to the same) ● Review work related to student feelings of inclusion and belonging from Student Success Council work (23-24 school year); develop rollout plan for student inclusion initiative <ul style="list-style-type: none"> ○ Implement training for all staff on student inclusion efforts/work ○ Work with building leaders to connect all efforts related to community-building and inclusion overall district efforts ● Finalize plan for measuring student feelings of belonging and inclusion year-over-year

TIMELINE	The anticipated date of completion for this action plan is scheduled for Spring/Summer 2025.
PROGRESS MONITORING STEPS	<ul style="list-style-type: none"> ● Exit Slip Data Collection: conducted at the conclusion of scheduled trainings; data used to inform further trainings/questions to be answered ● Principal Reports: monthly data collection related to the implementation of staff education efforts, bias reporting/response, and student inclusion work ● Student Inclusion Data Collection: finalization and implementation of plan for gathering data on student perspectives on feelings of belonging/inclusion
INDICATORS OF SUCCESS	<ul style="list-style-type: none"> ● Professional development plans/agendas ● Professional development materials ● Exit slips from staff professional development experiences to be used to inform future learning/needs ● Data related to incidents of bias reporting, school responses (i.e., increase in student comfort level with reporting, student engagement in restorative conversations/education opportunities)
POTENTIAL RESOURCES	<ul style="list-style-type: none"> ● Student Success Council Representatives ● Director of Student Services - Elementary ● Director of Student Services - Secondary ● Building Principals/Assistant Principals ● Assistant Superintendent for Student Services ● Superintendent
POTENTIAL COSTS	There are currently no anticipated costs with this action plan.