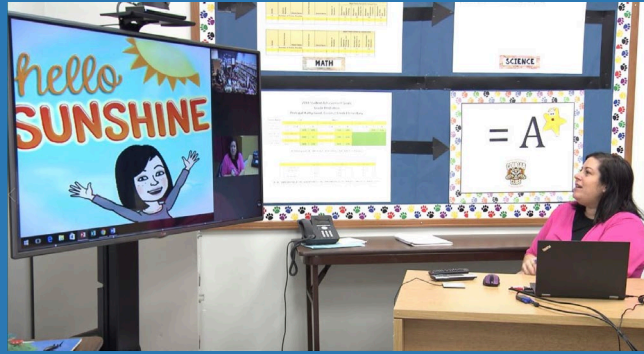




Diversity Committee

The presentation was created and delivered by the District's Board-Appointed Diversity Committee

Annual Report
April 23, 2024

Introduction

2022-2027 Strategic Plan

Guardrail 2 – Equity

The Superintendent may not allow resources to be allocated without firm evidence of their equitable distribution.

Alignment to Policy:

SBBC Policy 1.5 - Diversity Committee

Purpose

- Present the Diversity Committee's response to the Annual Superintendent's report presented to the Board in January 2024.

Request for School Board

- Review and accept the recommendations made by the Diversity Committee.
- Require appointees to attend and participate in the monthly committee meetings.

CCC Settlement

Condition 1 – Textbooks

Condition 2 – Technology

Condition 3 – Standards of Service

Condition 4 – Advanced Academics

Condition 5 – Athletics and Extracurricular Activities

Condition 6 – Media Centers

Condition 7 – Discipline

Condition 8 – Five-Year Capital Plan

Condition 9 – Student Reassignments



Site Visits/Revisits 2023-2024

Collins Elementary	
Country Hills Elementary	
Dillard Elementary	Blanche Ely High
Fox Trail Elementary	Boyd Anderson High
Larkdale Elementary	Cypress Bay High
Oriole Elementary	Dillard 6-12
William Dandy Middle	Hallandale High
Lauderdale Lakes Middle	Marjory Stoneman Douglas High
McNicol Middle	
Tequesta Trace Middle	Western High
Westglades Middle	



Purpose of Site Visits/Revisits

- Obtaining an overview of the current status of the nine conditions of the CCC Settlement and identify gaps.
- Identify best practices for providing equity across the District.
- Identify urgent needs and address them immediately during site visits to the appropriate department and place those schools on revisit list for the following school year.
- Open dialogue with the Superintendent and Board Members about issues of equity present in the District.
- Provide recommendations to the Board Members to close equity gaps across the District



Summary of Site Visit Findings

- **Textbooks:** Most of the schools have the required textbooks.
- **Technology:** Technology was being used in the schools. The committee observes that some schools allowed technology to be checked out to be used at home and other did not. An equity of standard is needed across the district.
- **Standards of Service:** The committee seeks student achievement, retention, and graduation rate data that is broken down by demographics for the schools visited to assess equity.
- **Advanced Academics:** The middle schools are offering many high school classes. The high schools offer many options such as AP, Cambridge, IB, and dual enrollment.
- **Athletics and Extra Curricular Activities:** All middle and high schools visited allow participation in sports. There was a wide variety of clubs in high schools, but fewer in the middle schools.
- **Media Centers:** The committee continues to be concerned about schools without a certified media specialist.
- **Evidence of Discipline:** The committee observed well behaved and organized schools. There is a need for more transparency and to provide the public with access to the different types of referrals and consequences issued to students broken down by demographics for each school.
- **Five Year Capital Plan:** The district has not done a Five -Year Capital Plan since the SMART bond was passed.
- **Reassignments, Magnets and Innovative Programs:** Reassignments seem to be working when the parents follow the time-line. The District needs to equitably support and fund both Magnet and Innovative Programs.



Diversity Committee Recommendations

Condition	Recommendations
1 – Textbooks	• School textbook coordinators need to make sure textbooks are secured in designated textbook rooms. • Allocations need adjustments to account for consumables, beyond standard “Maintenance of Effort” funds. • Consumables need to be added to the inventory tracker, if they are not already tracked. • If the District moves fully to digital textbooks, there must be an allocation earmarked for these resources and processes and procedures in place. • If the District moves fully to digital textbooks, amend policies 5306 and 4140.



Diversity Committee Recommendations

Condition	Recommendations
2 – Technology	• Explore a new vendor for laptops and begin getting new laptops, district-wide. • Revise Policy 5306 to have clear language on provisions required for taking home “internet capable devices” and communicate these provisions with parents. • Provide additional funding in school budget for internet capable devices. • Review the policy/procedure for charging students for lost technology and/or equipment. If technology is insured by the District and staff is not charged for lost technology/equipment, then students should not be charged. • Provide report of the funding source for the allocated budget and the actual expenditures to get the District to 1-to-1 student to device ratio.



Diversity Committee Recommendations

Condition	Recommendations
3 – Standards of Service	• Use provisional data to identify at-risk schools. • Use provisional data to set goals, while prioritizing schools with the most need and work to bring schools into parity. • Maintain ongoing monitoring quarterly and provide the Diversity Committee with quarterly reports. • Provide the Diversity Committee with any new program implementations that enhance the Standards of Service. • Reinstate policy 5312 with revisions and direct correlations with the three other policies it indicates under its description.



Diversity Committee Recommendations

Condition	Recommendations
4-Advanced Academic	• Create a strategic plan to aggressively inform students and parents on Advanced Academics, as a whole. • Create a toolbox for each school to use to engage in discussions related to Advanced Academics. • Review and revise the tools for qualifying students for Advanced Academics. • Establish, review, and/or revise procedures for measuring students' interest in Advanced Academics.



Diversity Committee Recommendations

Condition	Recommendations
5 – Athletics and Extra-curricular Activities	• Provide the Diversity Committee with processes and procedures District staff use to determine the conditions of the athletic facilities as satisfactory or unsatisfactory during their annual site visits. • Provide a detailed explanation of what is satisfactory vs. what is unsatisfactory. • Adopt a policy or procedure for collection, distribution, and online availability of a comprehensive list of student-initiated clubs/athletic programs at all middle and high schools.



Diversity Committee Recommendations

Condition	Recommendations
6 – Media Centers	• Requests that the Department of Innovative Learning provide to the Diversity Committee: • Any yearly updates established by the Department(as presented in the District report) to the Diversity Committee and School Board. • The established processes and procedures for providing support to schools that are out of compliance. • The established school-wide take-home procedures • In future annual reports, demonstrate if the current status of an indicator is an increase or decrease from the previous year. • School Board consider providing additional funding for Media Centers as indicator 6.3 has not been reviewed since the original settlement in 2000. • Indicator 6.4 is statutorily required, and the Diversity Committee asks the Board to make this a priority. Indicator 6.4 reads, “Students and personnel have access to media services, materials, and equipment in compliance with F.S. 1006.28(2)(b).”



Diversity Committee Recommendations

Condition	Recommendations
7 – Discipline	• Have behavioral summits twice per year. • Mandate Indicators 7.5 and 7.6 and enhance yearly. • Review Discipline Matrix and its corresponding policy every two years. • Replace Policy 5312 with revisions to reflect district changes.



Diversity Committee Recommendations

Condition	Recommendations
8 – Five Year Capital Plan	• The School Board direct the Superintendent to direct the Chief of Facilities to create a bona fide timeline for the completion of the SMART bond project and share it with the Diversity Committee. • The School Board direct the Superintendent to direct the Chief of Facilities to address concerns with Maximo to eliminate work order backlogs. • The School Board direct the Superintendent to direct the Chief of Facilities to organize their staff to promptly address facility issues that are considered safety issues. • Add an indicator in Condition 8 that measures an established standard for playgrounds in elementary schools. • Review annual site visit protocols related to playgrounds to ensure effective communication and collaboration between District and School personnel on identified needs. • Create a department that surveys all school playgrounds annually and repair/replace playgrounds, as needed.



Diversity Committee Recommendations

Condition	Recommendations
9 – Student Reassignments	- Based on information collected throughout the year, the following portion of Policy 5004.1 does not reflect current practice. “School choice is one tool for the promotion of diversity within schools, including but not limited to the prevention, reduction, or elimination of minority group isolation. In addition, school choice supports the District's goal to stabilize enrollment at selected schools. School choice is developed, established, and maintained, dependent on the needs of the District, in meeting identified school district enrollment and diversity goals.” - Survey parents who request reassignments to obtain information on their reason(s) for requesting a reassignment and provide the Diversity Committee with the data for review. - Allow the Diversity Committee to provide routine recommendations to Policy 5004.1 during the policy review process.



Diversity Committee Recommendations

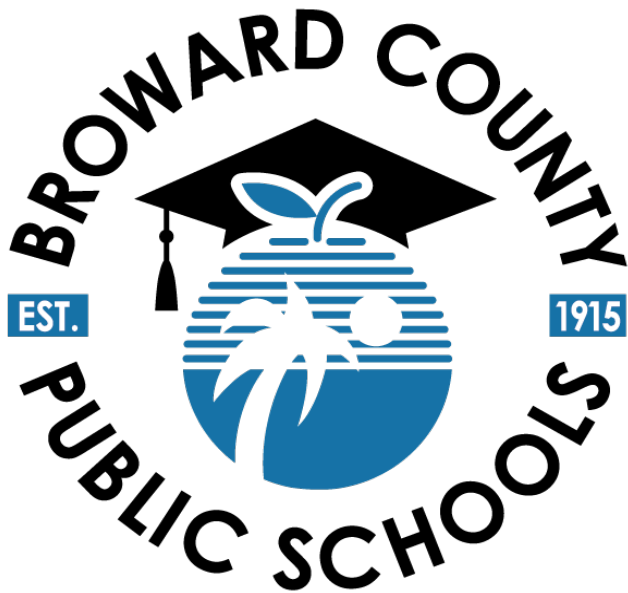
Condition	Recommendations
General Recommendations	• Ensure that the Diversity Committee participates in meetings and workshops that may impact any of the nine conditions. • Provide the Diversity Committee, and the general public, with access to current student data, disaggregated by demographic groups. • Continuously update the indicators for each condition to reflect current standards and recommendations.

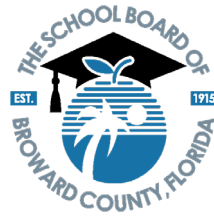


Final Thoughts

and

Board Discussion





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