



Strategic Priority 3.2 Update

Current text:

Implement programs and instructional practices that recognize and support the needs of students and families in an increasingly diverse community.

District leadership team working to update



Diversity, Equity and Integration efforts

Curriculum and instruction - school/classroom library updates, core text updates, PD on culturally responsive practices & classroom discussion with dignity

School and district culture - LITARCE group at WHS, Welcome Club at Thurston, parent series on talking with kids about race, guest speakers and events (Anthony Valentine, Michael Curry, Dr. Olivia Moorhead Slaughter), anti-racist educator groups, book talk with Jennifer DeLeon, book groups

Recruiting, hiring and retention - GBSHRN, MPDE, Diversity Network, job fairs, affinity group



The work ahead: shift from intentional to strategic

Leadership team training

Data driven efforts

DESE Diversity Network - data-informed planning for diversifying staff

Beloved Equity Audit - online tool for assessing growth areas

Harvard RIDES - strategic, cyclic approach to improvement

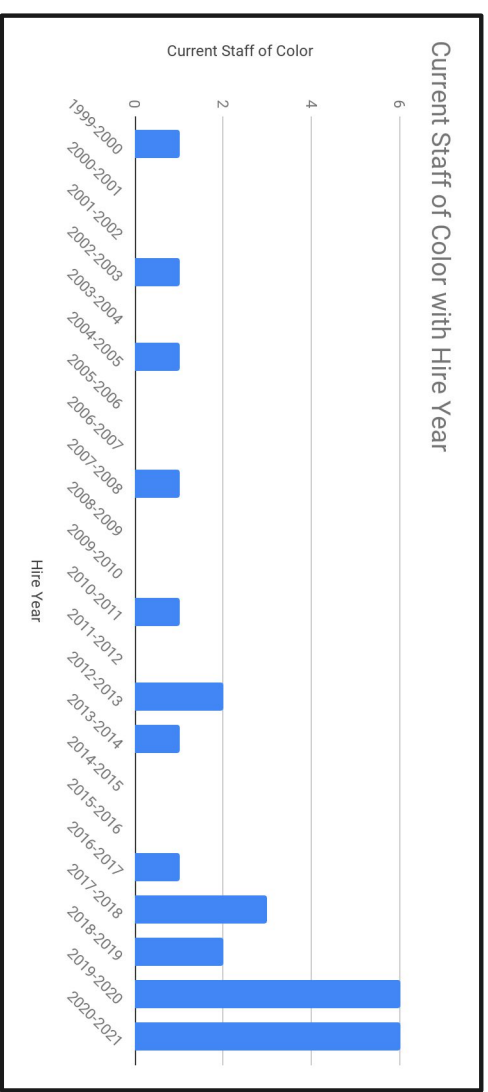
Using self-assessment tools ...

Before and during each Diversity Network session, district teams will work together to self-assess for the diverse retention strategies that are/are not in place to inform district and school planning priorities. Use the form below to capture an approximate score for each retention strategy component (1- not at all in place, 5-currently implemented), and any notes that highlight your district's progress against the indicators described in the "description" column. This self-assessment can be used as a tool to measure progress over time, capture key challenges and bright spots, and any considerations for school-specific strategies and implementation.

Our district currently has...	Description	January 2021		February 2021		April 2021	
		1-5	Notes	1-5	Notes	1-5	Notes
Clearly defined our vision for the teacher experience.	We have established and shared our vision for a strong instructional culture and the staff of color experience.	1	We have started this conversation but have not articulated a clear vision or shared that vision with the wider community.				
Clearly defined retention goals and benchmarks.	We set retention goals and benchmarks based on our vision for the teacher experience.	1	Without a vision, we are operating without specific benchmarks. We do have a sense of wanting to improve.				
A retention strategy	We have a data informed district wide retention strategy that includes proven retention practices aligned to our vision for the teacher experience.	1	We have some practices in place but not a cohesive strategy.				

... and analyzing data to set clear goals

Race/Ethnicity	Number	%
White	531	95.33%
Black/African American	12	2.15%
Asian	10	1.80%
Multiracial	4	0.72%
Total	557	100.00%
Hispanic/Latinx	11	1.97%
Non-Hispanic/Latinx	546	98.03%
Staff of Color	26	4.67%





A few acknowledgements...

DESE Diversity Network Team: *Amy Davenport, Sarah Cronin, Lateefah Franck*

Harvard RIDES: *Matt Kuklantz, Erin Kuehn*

LTARCE Advisors: *Lateefah Franck, Caroline Higgins*

Welcoming Schools Working Group (2019-2020)

Book Group Leaders and PD Instructors: *Chelsea Friberg Santos, Joshua Baumer, Marisa Olivo, Jenna Iden,*

Caitie Peterson, Christine Blair, Kate Holmes, Helena Bresnick, Erin Kuehn, Lateefah Franck

Anti-Racist Educators Group Leaders (2020 - all five elementary schools)

Thurston and Hanlon PTOs

Dignity in Classroom Conversations - PD Development Team

...and many more!