



Platte County

TRADITION. PRIDE. VISION.



Equity and Inclusion Strategic Plan



Agenda

1. Introduction – Work System
2. Leadership
3. Stakeholder Focus
4. Strategic Planning: Goals and Strategies
5. Results



Platte County School District

Strategic Plan-On-A-Page



Vision

Building learners of tomorrow...

Mission

To prepare individual learners for success in life, the Platte County School District provides meaningful experiences in a safe and caring environment.

Values

Student Focus
Collaboration
High Expectations
Integrity
Visionary Leadership
Innovation
Results Orientation

Strategic Focus Areas

Academics - Student Success
Business - Financial and Service Support
Community - Students, Staff, Parents, & Members

Principles of Learning

Everyone can learn.
Learning is a process.
Each learner's personal best looks different.
We learn from taking risks and making mistakes.
We learn at different rates, times, and in different ways.
Timely feedback is essential for high levels of learning.
Learners should set goals and be able to track their own learning.
Positive relationships are necessary to prepare individual learners for success.

Tradition. Pride. Vision.



Leadership

History of our Work

- Diversity Task Force
- Diversity Staff Committee
- PCHS Student Feedback Sessions
- Parent Advisory
- Equity and Inclusion Committee

Equity and Inclusion

To ensure a **culture of inclusion** for all learners by continuously and thoughtfully improving our **culture competence** and **responsiveness**.

Common Language

- ***Culture of Inclusion:*** a place that ensures participation, access and the right to express culture while feeling valued, respected and having individual needs met
- ***Cultural Responsiveness:*** being responsive to each individual's needs
- ***Cultural Competence:*** to be able to identify, understand and value each individual's uniqueness.
- ***Cultural Humility:*** The humble and respectful attitude toward individuals of all cultures that pushes one to challenge their own cultural biases, realize they cannot possibly know everything about other cultures, and approach learning about other cultures as a lifelong goal and process.

Common Language

- **Diversity:** Understanding that each individual is unique, with a range of backgrounds in race, ethnicity, socioeconomics, and culture as well as various identities, experience, and interests.
- **Equity:** A fair and just distribution of resources and opportunities for all people. The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** A process of involvement and empowerment where the inherent worth and dignity of all people are recognized, especially marginalized voices.
- **Belonging:** The ongoing culture created to have all people feel welcome across difference. This is manifested in the relationships, in experiences, physical space and written word.

Equity and Inclusion

Equity and Inclusion Leadership Structure	
<i>Cabinet</i>	District-level leadership
<i>Quality Academy</i>	District, Building and Department leadership
<i>District Team</i>	Certified and classified staff members representative of all buildings, including members of the Board of Education
<i>Parent Advisory</i>	<p>Parents and community members, including members of the Board of Education who have volunteered</p> <p>Serve as a two-way communication vehicle...</p> <ul style="list-style-type: none"> • District updates members of the progress of our Equity & Inclusion Strategic Plan actions and results • Members provide feedback of our actions and results that can support the continuous improvement of our plan and ultimately support our Equity & Inclusion Mission.
<i>Student Advisories</i>	Building-specific groups of students interested in E&I
<i>Sophic Solutions</i>	Collaborative Partner

Our Feedback Process

Equity & Inclusion Plan Feedback, 2021

Please use this form as we engage in an overview of the plan.

* Required

Email *

Your email

What is your comfort level with leading staff and students with regard to this topic?

- 1 2 3 4 5
-

Goal 1: Develop and refine processes that ensure a culture of belonging as measured by survey results and participation data. (provide feedback on strategies listed and what may be missing)

Your answer

Goal 2: Develop and refine processes that ensure equitability and inclusion in all schools and school-based activities as measured by survey results, process fidelity, participation data and performance data. (provide feedback on strategies listed and what may be missing)

Your answer

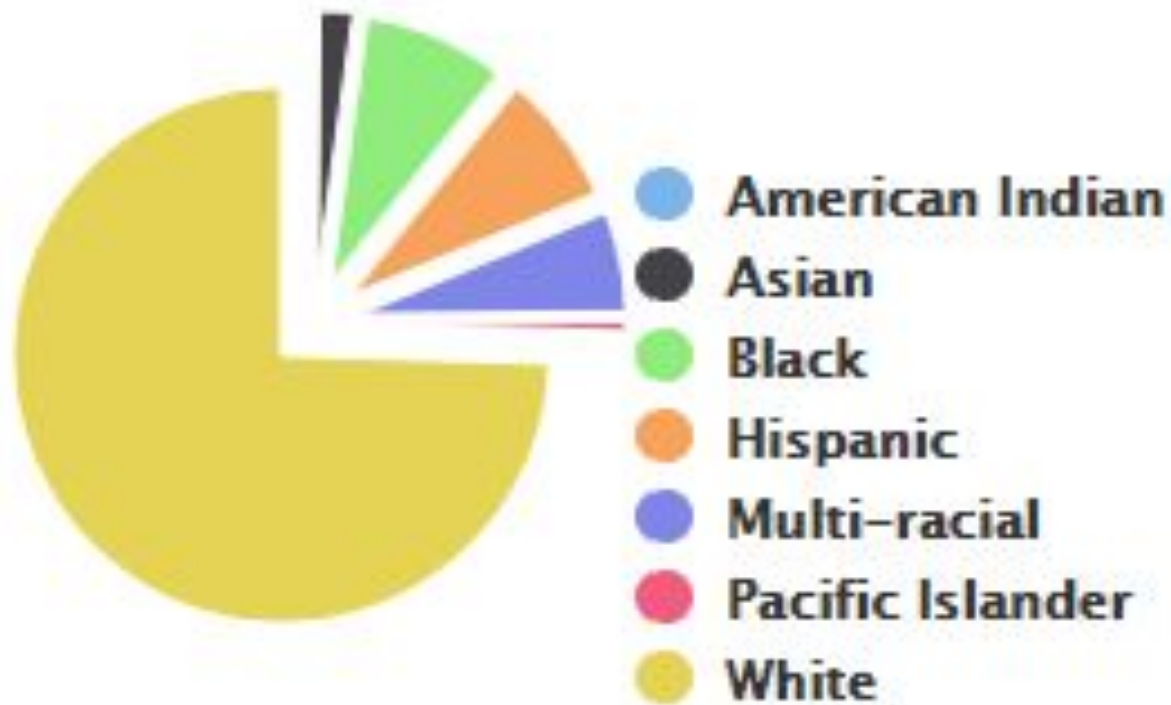
What supports do you need to be in alignment with this plan?

Your answer



Student Stakeholder Focus

Student Demographics



Student Demographics



Student Demographics

- **Students identified as eligible under IDEA: 9.89%**
- **Students identified as eligible for gifted services (Elem/Middle): 2.98%**
- **Students identified as eligible for English Language Services: 2.18%**
- **Students identified as eligible for Free or Reduced meals: 22.57%***

Student Needs

- Sense of belonging
- Safe and caring environment
- Educational relevance
- Equitable access
- Awareness, responsiveness and inclusivity related to individual differences



Strategic Planning

Goals

- **Goal 1 (Culture of Belonging):** Develop and refine processes that ensure a culture of belonging as measured by survey results and participation data
- **Goal 2 (Equity of Access):** Develop and refine processes that ensure equitability and inclusion in all schools and school-based activities as measured by survey results, process fidelity, participation data and performance data

Goal 1 Strategies (1 of 2)

- Create and refine student advocacy groups to support student voice
- Develop parent feedback structures that support guidance in our efforts and value in our strategies and actions
- Develop and deploy discipline processes equitably
- Create celebration and recognition events for various diverse groups
- Explore and refine when necessary activities and/or opportunities in extra and co-curricular activities that support equity and inclusion

Goal 1 (Culture of Belonging):

Develop and refine processes that ensure a culture of belonging as measured by survey results and participation data

Goal 1 Strategies (2 of 2)

- Enhance a sense of overall, district-wide community
 - High School - Freshman orientation and other activities that ensure an effective blending of north and south campuses
 - Consistent activities that unite the district as a whole
 - Parent communication and education relative to diversity, equity, and inclusion
- Prepare students for real world application of skills related to working in diverse groups
- Eliminate barriers to participation in key school experiences

Goal 1 (Culture of Belonging):

Develop and refine processes that ensure a culture of belonging as measured by survey results and participation data

Goal 2 Strategies (1 of 2)

- Measure and maximize inclusion in NCC, NCAPS, AP, College Credit Offerings, Delta, NHS, NJHS, etc.
- Leverage the improvement team process to ensure we are meeting the social and emotional needs of our students and choosing appropriate resources to support learning
- Develop and deploy a process to approve resources to ensure materials are aligned to the Missouri Learning Standards and Board Policy, and are equitable, inclusive and developmentally appropriate

Goal 2 (Equity of Access): Develop and refine processes that ensure equitability and inclusion in all schools and school-based activities as measured by survey results, process fidelity, participation data and performance data

Goal 2 Strategies (2 of 2)

- Explore and refine our hiring processes to ensure we are maximizing the possibility of employing a diverse workforce through expansion of recruitment.
- Provide District-Wide Professional Development
 - Courageous Conversations in the Classrooms
 - Intercultural Development Inventory (organizational and individual growth)
 - Cultural Sensitivity Professional Development
- Provide translation services for key documents and communication

Goal 2 (Equity of Access): Develop and refine processes that ensure equitability and inclusion in all schools and school-based activities as measured by survey results, process fidelity, participation data and performance data



Results

Results

- Development of Equity & Inclusion Dashboards
- Performance data - MAP and EOC Subgroup Achievement Gaps
- Feedback results (survey and focus groups, disaggregated beginning Fall 2021)
 - Students: focus on sense of belonging/relevant & engaging instruction/my teacher cares about me
 - Staff: sense of belonging/skills to be effective in handling these topics/curricular supports and resources
 - Parents: sense of belonging/teacher cares about my family
- Participation data (disaggregated)
 - Clubs, activities, athletics, awards; AP/College Credit; Other
- Discipline data - Diversity Audit of processes and application
- Process Fidelity

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