



# Olentangy Local Schools

April 28, 2017

# Agenda

- Equity & Inclusion Program Overview
  - History
  - Components/Structures/Programming
- Successes
- Challenges



# Program Overview: The Beginning

- OLSD's Equity and Inclusion program formally began in the Spring of 2010 when momentum from multiple stakeholders merged to address ways in which all of our young people could be more valued, respected and supported.
- Over 60 families (including parents, teachers, and administrators) joined forces to begin the District Diversity Committee
- Developed 7 drivers of change to inform decision-making and programming to ensure measurable, impactful, and sustainable success.



# Program Overview: Structure

- Key Personnel
  - Administrative Position: Supervisor of Equity and Inclusion (New: 2016-2017)
  - Teacher on Special Assignment: Diversity Coordinator (Since: 2012-2013)
  - Supplemental Contracts: Diversity Liaisons (K-12; 23 buildings; since 2012-2013)



# Program Overview: 7 Drivers of Change

1. Measurement & Accountability
2. Training & Education
3. Policy Integration
4. Communication (Internal & External)
5. Leadership Engagement
6. Student Engagement
7. Community Engagement

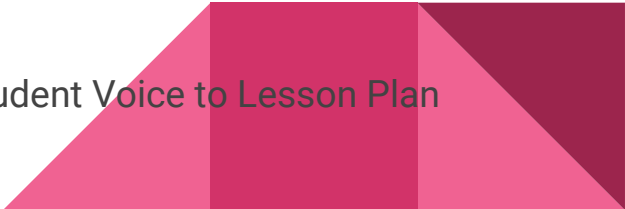


# Measurement & Accountability

- Diversity Audit (conducted: 2014-2015)
- **New 2016-2017: Culture/Climate Survey**
  - Staff (766)
  - Parent (418)
  - Student - High School Level (3,251)



# Training & Education

- Building Diversity Liaisons
    - Responsibilities: Student Group, Professional Development for Teachers, & Building Advocate
    - Optional Role: Participation on Building Leadership Team (BLT)
    - **New 2017-2018:** Supporting Building Level Goals (tied to Continuous Improvement Plan)
  - Administrative
    - Past Trainings: Title VI; Educational Equity Leadership; OLSD Diversity Framework
    - 2016-2017 Focus: Title IX; Implicit Bias & Student Voice; Indian Culture
  - Building Level
    - 2013-2014 Diversity Awareness/Cultural Competency
    - 2014-2015 Cultural Competency/Cultural Responsive Teaching
    - 2015-2016 Individualized PD Based on Need
    - 2016-2017 PD Day Focus: Implicit Bias (Video & Student Panel)
    - **2017-2018 Focus:** Facilitating Difficult Conversations; Using Student Voice to Lesson Plan
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# Training & Education Continued

- Graduate Level Staff Courses
  - Past Courses: Culturally Responsive Pedagogy; Global Literature; Cultural Competency; Diversity & Self-Awareness
  - 2016-2017 Courses: Culture of Affluence; Religious Diversity
  - **New 2017-2018:** Development of Equity Professional Development Cohort
- Support Staff
  - Bus Drivers
    - Winter 2016: Diversity Awareness & Cultural Competency
    - 2016-2017: Perception v. Reality
  - Secretaries
    - Spring 2016: Indian American culture
  - Counselors
    - Fall 2015: Culturally Relevant Teaching





# Policy Integration

- Annual Review of Board Policy
  - 2211: Multicultural and Inclusive Education
  - 5517: Anti Harassment Policy
    - 5517.01: Bullying and Other Forms of Aggressive Behavior
    - 5517.02: Title VI Anti-Harassment and Non-Discrimination
- Annual Review of Athletic and Student Handbook



# Communication (Internal & External)

- District Website
- Staff List-servs (Building and District Level)
- Personal Email Communication
- New 2016-2017
  - OLSD Mobile App
  - Social Media (@OLSD\_Diversity)



# Leadership Engagement

- Superintendent's Diversity Committee
  - Recommendations made yearly to the Superintendent



# Student Engagement

- Student Diversity Groups (K-12)
- Additional Student Clubs (MS & HS)
  - Young Feminists
  - Gay-Straight Alliance
  - Black Empowerment/Stay Woke
- Building-Specific Programs (K-12)
  - Multicultural Fairs & Evenings
  - Service Learning Projects
- District Programming
  - ONE Community Conference
  - In-Service Professional Development Day - Student Panels
  - Student Video



# Community Engagement

- Community Forums
  - “Olentangy’s Community Forum: Children and Diversity” hosted by Dr. Melanie Killen
- ONE Community Events
  - Two evening conferences (keynote + workshops)
  - **New 2017-2018:** Documentary viewing and panel discussion
- Diversity Committee
  - Started in 2010
  - Meets 3x a year, plus attendance at ONE Community Conference
  - **New 2017-2018:** Literature Discussion/Focus Group



# Additional Collaborative Work

- Human Resources: Recruitment and Retention
  - Minority Educator Focus Group
    - Conducted twice a year
    - Report back to Human Resources Director and Equity/Inclusion Leadership
    - Greatly impacts district **recruitment and retention** efforts
- Food Service: Ingredient Notations on Menu
- ELL Parent Program: District-wide Evening
- Building Specific
  - Educational Component to Disciplinary Action
  - Grant Writing to Support Building Goals



# Successes

- ONE Community Conference
  - 1st Year (2014-2015): 95 participants
  - 2nd Year (2015-2016): 82 participants (February), 74 participants (April).
  - 3rd Year (2016-2017): 120 participants (February), 188 participants (April).
- Platform for Student Voice
- Diversity Liaisons Program
  - Student Groups
- Professional Learning Opportunities



# Challenges

- **TIME** - professional development
  - Competing for physical space, agenda time, and substitute teachers
  - Schedule at middle school & high school levels
- Recruitment and retention
- Diversity liaison turn-over
- Standardization of expectations vs. individualization to building needs
- Getting past the “It’s just one more thing...” mentality

