



## Parkland School District Equity and Inclusion Action Plan

Equity is the foundation that frames every aspect of the educational system from curriculum adoption to professional development. An equity lens informs family and community engagement efforts, and is considered an important approach to school culture. The practice of equity is shared across education stakeholders. School leaders approach every decision, practice and policy with an equity lens.

### Equity and Inclusion Framework

Culture	Curriculum	Community
<ul style="list-style-type: none"><li>• Behavior Management/ Restorative Practices</li><li>• High Mobility Students</li><li>• New Students</li><li>• Personnel Needs</li><li>• Social Emotional Learning</li><li>• Student Support</li><li>• Student Voice</li></ul>	<ul style="list-style-type: none"><li>• Equitable, Accessible Classroom Learning Environment</li><li>• Curricular Revisions/ Development</li><li>• Professional Development</li></ul>	<ul style="list-style-type: none"><li>• Communication</li><li>• Family Engagement</li></ul>

The following goals will guide the Parkland School District in developing a sustainable pathway towards equity, inclusion, cultural relevance/ responsiveness, and Social-Emotional Learning.

## CULTURE:

<b>Culture GOAL #1</b> <b>Ensure that staff and students understand the effects of trauma on students and strategies to assist students to work through these experiences for a brighter future.</b>			
Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3
	Provide professional development on trauma sensitive schools	Provide professional development on restorative practices to address conflict mitigation	Implement Character Counts at the HS  Continue with SWPBS at MS and elementary  Add class chats regarding race, SEL, and resiliency.  Continue with MindUP at elementary and consider moving to MS
Responsible Depart/ Employee	Student Services	Student Services	Building Principal
Resources Needed	*Safe Schools Training  *Psychologists presentation in buildings on Trauma	Training TBD for admin team working with ES population at HS and MS.	Second training for Character Counts  Schedule MindUp overview meeting at MS
Completion Date	Fall 2020	May 2021	May 2021
Evidence of Success Criteria	Completion certificate for Safe Schools Training  Sign-in sheet for psychologist presentation	Completion of course and implementation of program	Completion of training

<b>Culture GOAL #2</b> <b>Build relationships and connections with new students</b>			
Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3
	Track new students' progress during monthly CORE team meetings.	Assign a peer buddy to new students. Peer buddies escort new students to classes and eat lunch with new students during the first two days.  New Student Club	Process developed where Counselors and/or Asst Principals meet with new students monthly  Teacher "advisor" assigned to new students
Responsible Depart/ Employee	Building Principal	School counselor	Building principal
Resources Needed	Technology		
Completion Date	Begin Sept 2020/ On going	January 2021	January 2021
Evidence of Success Criteria	Student data on new students progress	Process in writing/ implementation across district	Process in writing/ implementation across district

**Culture GOAL #3**  
**Encourage student voice**

Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Form staff/student committee to address student topics of concern	Survey all students regarding culture/climate  Share data with students	Class chats to discuss student requested topics.  Class chats: Race Point person	Equity and Diversity Day between different schools
Responsible Depart/ Employee	Building Principal/ Teacher Cohort Members	Building Principals/ Counselors	Building Principals	Building Principals/ Teacher Cohort Members
Resources Needed	Note taking	Survey	Class chat topics and outline Loop in students who are at home	Connections (IU)
Completion Date	March 2021	March 2021	May 2021	May 2021
Evidence of Success Criteria	Agendas	Survey results shared with students and staff	Documentation of class chat topics	Event takes place and is successful

**Culture GOAL #4**  
**Attract Diverse Employment Candidates**

Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Capture diversity of students and staff involved in school/activities/ arts/athletics so that candidates understand our diversity.	Involve stakeholders, such as teachers/ students, in PHS the student job fair in order to increase interest in the education field. In addition, brainstorm additional ways to promote education to our diverse student population (build the pipeline)	Identify and contact colleges that possess greater diversity. Provide PSD information and attend virtual job fairs at various colleges.	Attend professional development seminars on diversity recruitment.
Responsible Depart/ Employee	Human Resources Community Relations	Human Resources Community Relations	Human Resources Community Relations	Human Resources Community Relations
Resources Needed	Collaborate with Community Relations	Students and teachers  Community relations	College contacts	Society for Human Resources Management (SHRM) and additional professional development
Completion Date	Fall 2020	Spring 2021	Summer 2021	Summer 2021
Evidence of Success Criteria	Publications for candidates that include PSD diversity	A job fair that's inclusive of diverse faculty and students of PSD	Documentation of college outreach efforts/ activities	Attendance at various professional development offerings

## CURRICULUM:

<b>Curriculum GOAL #1: Develop a Scope and Sequence that includes contemporary issues in history</b>				
Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Develop a teacher committee (elementary and secondary with collaboration between the two committees)	Backwards plan starting with 2020 and draft major events to be added into the curriculum and revise content taught across PSD SS courses	Revise scope and sequence/ consult with other districts, universities and consultants	Teacher committee shares work and gets feedback from students, other teachers and parents
Responsible Depart/ Employee	Curriculum Dept	Curriculum Dept/ Committee	Curriculum Dept/ Committee	Curriculum Dept/ Committee
Resources Needed	Google docs; Time & compensation for curricular work	Google docs; Time & compensation for curricular work	Google docs; Time & compensation for curricular work; Documents & collaboration from other entities	Google docs; Time & compensation for curricular work
Completion Date	October 2020	November 2020	March 2021	May 2021
Evidence of Success Criteria	Committee is in place	Identify content focusing on contemporary issues that needs to be added to the curriculum	An outline of a revised scope and sequence with new content added.	Draft of K - 12 curriculum document

## Curriculum GOAL #2: Revise K - 12 Social Studies Curriculum to Include Multiple Cultural Perspectives

Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Audit current curriculum (K - 12)	Review resources that support curricular changes.	Involve students in decision making/ continued student forums. Plan for a resource purchase or develop curricular resources.	Curricular plans that include contemporary issues from multiple cultural perspectives and ensures time is allotted in the school year
Responsible Depart/ Employee	Curriculum Dept/ committee	Curriculum Dept/ committee	Curriculum Dept/ committee	Curriculum Dept/ committee
Resources Needed	Google docs; Time & compensation for curricular work	Google docs; Time & compensation for curricular work; sample vendor resources	Google docs; Time & compensation for curricular work	Google docs; Time & compensation for curricular work
Completion Date	October 2020	November 2020	March 2021	May 2021
Evidence of Success Criteria	K - 12 Audit completed with a multiple cultural perspective	Committee reviews and provides feedback on curricular resources	Student forum discussions and committee decision on purchased/ created resources	Final Curriculum Document. Proposed purchase to school board. PD planned for rollout of new curriculum and resources

**Curriculum GOAL #3: Develop a 6 - 12 English Scope and Sequence that includes contemporary issues in history**

Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3
	Review of StudySync, Newsela and other resources to identify current content available that supports contemporary issues in social studies	Review of modern novels that shed light on multiple perspectives	Continue to look at cross curricular instructional pacing and sequencing with social studies
Responsible Depart/ Employee	Curriculum Dept/ committee	Curriculum Dept/ committee	Curriculum Dept/ committee
Resources Needed	Novel sample, curriculum resources (StudySync and Newsela)	Novel sample, curriculum resources (StudySync and Newsela)	New Social Studies curriculum
Completion Date	February 2021	April 2021	August 2021
Evidence of Success Criteria	Proposed novel list and outline of content in PSD curricular resources	Proposed novel list and outline of content in PSD curricular resources	Final curriculum document with novels and content aligned with contemporary issues



## Curriculum GOAL #4: Professional Development for PSD staff on Equitable and Inclusive Practices

Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Develop a cohort of professional staff, with representation across all schools, to take part in ongoing PD aligned to equity and inclusion	Develop a PD plan for all personnel (e.g. professional & support staff,, administrative assistants, etc)	Secure consultants/ resources to deliver planned PD (Ken Shelton)	Rollout planned PD to staff
Responsible Depart/ Employee	Curriculum, Instruction and PD Dept	Curriculum, Instruction and PD Dept	Curriculum, Instruction and PD Dept	Curriculum, Instruction and PD Dept
Resources Needed	Committee meeting	Collaboration with various departments	Budget approved for consultant work	Time/ funds to support PD
Completion Date	October 2020	January 2021	February 2021	February 2021
Evidence of Success Criteria	Google Form for staff to self select/ Welcome e-mail to cohort with upcoming meetings outlined	PD plan in place	Contract with Ken Shelton/ other PD providers	PD schedule with confirmation of dates

## COMMUNITY:

<b>Community GOAL #1</b> <b>Launch Equity and Inclusion Community Committee</b>				
Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Identify stakeholders for Committee - ideally those who are concerned about equity and inclusion/survey for volunteers	Formation of Committee/ Kick off of Committee	Meet with Equity and Inclusion Community Committee	Larger Community Event with Ken Shelton as a guest speaker
Responsible Depart/ Employee	Community Relations/ Curriculum/ Administration	Community Relations/ Curriculum/ Administration	Community Relations/ Curriculum/ Administration	Community Relations/ Curriculum/ Administration
Resources Needed	survey/outreach/ newsletter article/ESL Department/law enforcement/ad ministrators	Virtual Kick off meeting with Ken Shelton	Opportunities to connect with other Committees	Ken Shelton/ Location
Completion Date	October 2020	November 2020	Jan & March 2021	April 2021
Evidence of Success Criteria	List of candidates	Sign in sheet; notes from session	Action Steps as a result of meetings	Event that involves greater community

**Community GOAL #2**  
**Translate District Publications**

Action Steps	ACTION STEP 1	ACTION STEP 2	ACTION STEP 3	ACTION STEP 4
	Send out and post Districtwide Communication into Spanish	Translate District Schoolmessenger Messages in home language	Collect home language demographics in HAC for Schoolmessenger	Training on Schoolmessenger for Translation for building users
Responsible Depart/ Employee	Community Relations	Community Relations	Technology/ Parents	Community Relations
Resources Needed	Microsoft Translator	Training	HAC field for parents to include home language	Time to train admins and principals
Completion Date	August 2020	August 2020	September 2020	December 2020
Evidence of Success Criteria	Started Posting in August upon receipt of Microsoft Translator	District messages are being translated Aug 2020, Training will occur for others in fall 2020	Collection of Data	All Schoolmessenger messages get sent in home language of parent's choice