

Strategic Theme A: Health, Safety and Social-Emotional Supports For Student

Strategic Initiative 3a:

Increase and embed learning opportunities and experiences involving inclusion, diversity, equity, and accessibility

ROLES AND RESPONSIBILITIES

INITIATIVE OVERSIGHT

Role	Description
Cabinet Sponsor	Marlena Gross-Taylor
Initiative Leaders	Remy Rummel Director, English Language Development Chris Page Principal, Highlands Ranch High School

INITIATIVE ACTION TEAM

Responsible for participation in action plan development, execution of initiative tasks according to set deliverables and milestones, and participates in regular initiative reviews and issue resolution.

Role	Description
Action Team Members	Janet Laning Student Assistance Jacob Clay Coordinator, Special Education Jennifer Gottschlak Team Lead, Gifted Education Jack Kronser HR Liaison Confirm Invited Participants (email sent on 1/17/2020)

INITIATIVE ACTION PLAN

INITIATIVE OVERSIGHT

Tier 1: 2020 - 2021sy		
Action Item	Milestone Deliverable	Possible Artifacts
1	Create and administer an audit regarding the type of culturally safe environment currently in the district.	Audit recommendations (from action team)
	<ul style="list-style-type: none"> Collaborate with action team to create audit and process. Complete audit. Collaborate with assessment office to analyze audit. Create long and short-term goals. 	Audit process and procedures Analysis report Goals document
2	Institute a common curriculum resource focused on diversity and inclusion throughout the district's secondary schools.	Contract
	<ul style="list-style-type: none"> Inquire about current state, capacity, and level of commitment. Re-engage No Place for Hate, and begin the contract process. Connect with leaders to implement. Begin staff/student training process. 	Roll-Out Plan & Documented Implementation Training Planning & Implementation Schedule
3	Create a comprehensive Diversity, Inclusion, & Equity website with resources including a list of diversity/equity books for students.	Website
	<ul style="list-style-type: none"> Connect with IT about website development. Collaborate with action team to create a comprehensive list of resources and create the site. 	Resource List - with ability to add / refine
4	Develop a comprehensive professional development plan for culturally responsive teaching, restorative practices and Courageous Conversations for all staff.	Summit registration for leadership team
	<ul style="list-style-type: none"> Create team and register for the Courageous Conversations Summit. Create training / professional development pathways. Implement courses, training, and professional development. Collaborate with multiple stakeholders (district staff, PLS, school leaders, departments, etc.) to ensure systemic implementation. 	Designed pathway with schedule Documentation of collaboration across stakeholders

Tier 2: 2021 - 2022sy

Action Item	Milestone Deliverable	Possible Artifacts
5	Develop specific training for school and district Administrative teams to support the ongoing focus of creating an inclusive environment for students.	Design pathway, with schedule
	<ul style="list-style-type: none"> ● Following initial training of trainers, schedule and implement training with district and school team. 	Implementation notes and feedback
6	Complete data collection and analysis of behavior, discipline, student experience and professional development feedback to adjust future action steps as needed.	Refined audit
	<ul style="list-style-type: none"> ● Further analyze audit, and additional feedback from courses, training, and experiences. ● Analyze district data such as behavior, discipline, proportionality (academic and programs) data 	Data analysis with annotations, feedback, and notes
7	Administer Cultural Awareness training for staff	Course development
	<ul style="list-style-type: none"> ● Create a beginning of the year training to be delivered through InspirEd ● Refine a pathway for professional development 	Inspired data
8	Create Parent Cultural Academies	Design pathways
	<ul style="list-style-type: none"> ● Define regional areas for cultural academies to take place ● Prepare academies with multiple languages in mind ● Collaborate with SAC and DAC teams ● Collaborate with multiple departments and leverage what is currently in place ● Align guest speakers within and outside of the district to deliver information and experiences ● Design a scope and sequence for learning that is adaptable to the needs of the community 	Schedule / Calendar of events and collaborations Leadership/SAC/DAC agendas Visible thread across district: agendas, events, collaborations Transparent and accessible scope and sequence
9	Hiring process for Equity, Diversity, & Inclusion (EDI) Coordinator and complete Bilingual District Community Liaison	Job descriptions completed. Documented hiring

	<ul style="list-style-type: none"> • Submit the job descriptions to HR. • Post and Collaborate with the CIPG director and Initiative teams to hire. 	
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Tier 3: 2022 - 2023sy

Action Item	Milestone Deliverable	Possible Artifacts
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10	Tri-annual data collection inventory	Working guide, site, data central for collected work
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	<ul style="list-style-type: none"> • We will look at our current goals for creating sustainability and ongoing work and update those goals as needed • Use this information to guide conversations around fees and accessibility throughout the district. 	
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