
DAC December Meeting Agenda

Meeting overview: For this meeting we will discuss our objectives, timeline, & deliverables for our work together for the 2020-2021 school year.

- 7:00 pm | Opening & Land Acknowledgement
- 7:05 pm | Welcome & Storytelling Activity
- 7:20 pm | Review of Timeline, Objectives, & Deliverables for the Year
- 7:45 pm | Questions & Review
- 7:55 pm | Closing & Committed Action

Objectives & Deliverables

Objectives

HSD seeks to establish an anti-racist, decolonized, trauma-informed, restorative, liberated, and free from bias school district committed to the flourishing of all students. A partnership with The Institute for Anti-Racist Education, Inc will serve to inform future work within the district to enhance the infrastructure, teaching and learning, social emotional inclusion, and community engagement of HSD.

The focus of this partnership will be to continue to develop educational experiences of all stakeholders and strengthen the mission and vision of the HSD. This includes the following:

- Review of Initial Information
- Discipline Data Audit
- Focus Group Facilitation
- Standard Community Survey
- Customization of Survey
- Diversity Alliance Committee Workshops
- Customizable Parent Workshops

Deliverables produced will include the following:

- Summarized data reports inclusive of all collected data
- Two data feedback meetings for DAC & HSD Leadership
- Strategic development plan
- Customized workshops for DAC & Parents

Four Domains for Change Framework

Four Domains for Change	
Infrastructure	<ul style="list-style-type: none"> ● Foster inclusive recruitment & hiring practices ● Building Mechanisms for Incident Reporting and Response ● Ethical Leadership for Organizational Social Change Training ● Implement Equitable Student Tracking Systems ● Develop Culturally Affirming Tools & Images
Teaching & Learning	<ul style="list-style-type: none"> ● Develop Holistic Curriculums ● Foster Inclusive and Equitable Instruction & Evaluation ● Strengthen Trauma-Informed Teaching Practices ● Utilize Restorative Practices ● Professional Development & Coaching ● Fund & Support Teacher Wellness Support Groups
Social & Emotional Inclusion	<ul style="list-style-type: none"> ● Create Informative Feedback Loops ● Develop Affirming & Inclusive Programming ● Fund Student-Led Affinity Group Initiatives & Activities ● Support Culturally Responsive Social-Academic After School Programs ● Provide Equitable Mental Health & Wellness Support for All Stakeholders ● Provide Inclusion & Belonging Survey to All Stakeholder Groups
Community Engagement	<ul style="list-style-type: none"> ● Develop Strategic Partnerships with Community Stakeholders ● Facilitate Regularly Scheduled Complex Conversation Circles with Multiple Stakeholder Groups ● Provide Opportunities for Social Impact Activities for Students, Teachers, Staff, & Administrators

Timing

Item	Description	Deliverables	Concluded by
Review of Initial Information	This includes but is not limited to a review of existing student, administrators and/or staff demands.		11/16/2020
Focus Group Facilitation	We offer 20 hours of focus groups with all key stakeholders including students, teachers, administrators, parents and community members.	Digital report highlighting patterns, areas of strength, and opportunities for growth within our 4 Domains for Change (includes original audio)	12/30/2020
Standard Community Survey	The Institute for Anti-Racist Education has created a standard, research-based survey to be used to evaluate diversity, belonging and inclusion within a school community.	Digital report highlighting patterns, areas of strength, and opportunities for growth within our 4 Domains for Change (includes raw data)	3/18/2021
Customization of Survey	Based on initial feedback of both initial review and focus groups, additional questions can be added to meet your unique needs.	Comprehensive action plan organized by grade and subject area, identifying specific resources and tools to address any gaps that are identified	1/15/2021
Discipline Data Audit	Review of discipline data for past 5 years including a breakdown of detentions, suspensions, and expulsions with demographics. Additionally, a thorough analysis of student handbook and teacher handbook policies. We will be assessing current disciplinary practices to help transition your community to a trauma-informed, restorative approach.	Summary of findings with resources for any identified areas of improvement	4/23/2021
Diversity Alliance Committee Workshops	A two-hour workshop, or series of workshops, created to address specific needs and interests of DAC.		03/18/2021

The Institute For

Anti-Racist Education

The Institute for Anti-Racist Education is committed to ensuring that every student receives an education that is truthful, free from bias, liberating, and offered in a supportive, decolonized setting.

Customizable Parent Workshop	A two-hour workshop, or series of workshops, created to address specific needs and interests of parents.		03/18/2021
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Accomplishment of this timeline assumes that the HSD stakeholders will make accommodations regarding resources needed, staff support, etc. in order to meet the time allotted for engagement completion. Due to the nature of anti-racit frameworks, time is understood to be a construct that lends itself to accommodation and change provided it is needed.