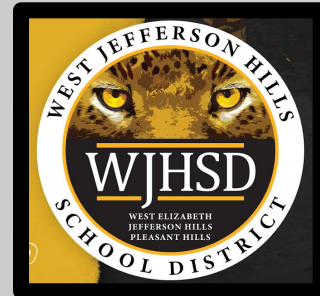
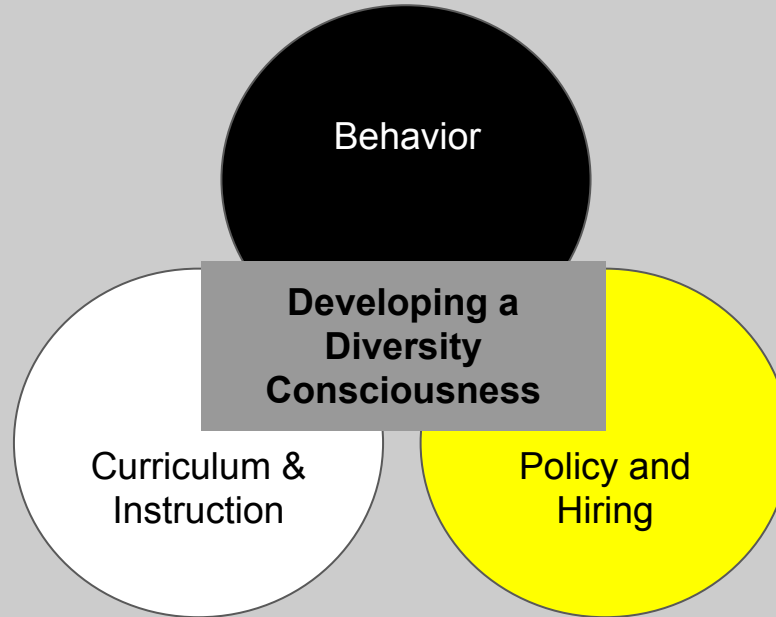


**Developing a Diversity
Consciousness, 2020**

Diversity, Equity and Inclusivity in the West Jefferson Hills School District



Behavior: Developing a Diversity Consciousness

- Continue Training all students in grades K-12 on the Dignity and Respect program. (Ongoing)
- Continue to publicize and encourage the use of our Safe2Say system to all students and parents for anonymous reporting of discrimination, harrassment, and racism. (Ongoing)
- Include diversity programming in all new employee trainings as well as new students and family orientations. (Ongoing)
- Partner with the University of Pittsburgh to ensure that all employees (including the school board) receive the Developing a Diversity Consciousness training over the next two years. (End of 2021-2022 school year)



Behavior: Developing a Diversity Consciousness

- Conduct a town hall meeting (once meeting restrictions are lifted) to discuss our partnership with the University of Pittsburgh with the goal of developing workshops for parents and the community. (Spring/Summer 2021)
- Create Multicultural Student Unions at the middle school and have the HS multicultural student union group lead outreach and discussions in all district buildings. (End of 2020-2021 School year)
- Continue to track and report incidents of discrimination, racism, and harrassment to the PA Human Relations Commission.
- Create our own district diversity committee to oversee, drive, and evaluate our efforts. (2020)



Curriculum: Culturally Responsive Instruction

- Measure Cultural Competence: In conjunction with the University of Pittsburgh's Center on Race and Social Problems, develop an instrument for staff, students, and parents in order to get a baseline so that we can measure our progress. (November 2020)
- Curriculum Audit: Ensure that our curriculum includes a diverse set of authors and that our history is taught through a multicultural perspective. All graduates need to understand how race, religion, and gender have shaped our nation's history. All teachers will complete the Developing a Diversity Consciousness course through the University of Pittsburgh. (Summer 2022)



Curriculum: Culturally Responsive Instruction

- Develop a district diversity calendar: Recognize and celebrate diversity on a monthly basis. Strategically design robust and aligned building-wide K-12 lessons for Black History Month. (November 2020)
- Teacher Supervision: Work with JFT to add section 3G (Implementing lessons equitably) to our supervision rubric. (Summer 2022)



Policy and Hiring: Framework for Improvement

- Registered with, and are posting jobs through, Handshake with Historically Black Universities in PA, OH, MD, WV, and DE and across the country. (Fall 2020)
- Review and audit policies and hiring practices to identify any needed additions or corrections in relations to diversity, equity, and inclusiveness. (Spring 2021)
- Investigate virtual interviewing structures to increase opportunities to interview candidates from across the country.(Spring 2021)
- Develop and conduct a virtual minority job fair in late winter/early spring. (Spring/Summer 2021)
- Interview and investigate university education departments both in and out of state for minority candidates and what might draw them to the West Jefferson Hills School District.(Summer 2021)



Action	2020-2021	2021-2022	2022-2023
<ul style="list-style-type: none"> Continue Training all students in grades K-12 on the Dignity and Respect program. 			
<ul style="list-style-type: none"> Continue to publicize and encourage the use of our Safe2Say system to all students and parents for anonymous reporting of discrimination, harrassment, and racism. 			
<ul style="list-style-type: none"> Include diversity programming in all new employee trainings as well as new student and family orientations. 			
<ul style="list-style-type: none"> Partner with the University of Pittsburgh to ensure that all employees (including the school board) receive the Developing a Diversity Consciousness training over the next two years. 			



Action	2020-2021	2021-2022	2022-2023
<ul style="list-style-type: none"> Measure Cultural Competence: In conjunction with the University of Pittsburgh's Center on Race and Social Problems, develop an instrument for staff, students, and parents in order to get a baseline so that we can measure our progress. 			
<ul style="list-style-type: none"> Curriculum Audit: Ensure that our curriculum includes a diverse set of authors and that our history is taught through a multicultural perspective. All graduates need to understand how race, religion, and gender have shaped our nation's history. 			
<ul style="list-style-type: none"> Develop a district diversity calendar: Recognize and celebrate diversity on a monthly basis. Strategically design robust and aligned building-wide K-12 lessons for Black History Month. 			



Action	2020-2021	2021-2022	2022-2023
<ul style="list-style-type: none"> Teacher Supervision: Work with JFT to add section 3G (Implementing lessons equitably) to our supervision rubric. 			
<ul style="list-style-type: none"> Registered with, and are posting jobs through, Handshake with Historically Black Universities in PA, OH, MD, WV, and DE and across the country. 			
<ul style="list-style-type: none"> Review and audit policies and hiring practices to identify any needed additions or corrections in relations to diversity, equity, and inclusiveness. 			
<ul style="list-style-type: none"> Investigate virtual interviewing structures to increase opportunities to interview candidates from across the country. 			
<ul style="list-style-type: none"> Participate in a virtual minority job fair in late winter/early spring. 			
<ul style="list-style-type: none"> Interview and investigate university education departments both in and out of state for minority candidates and what might draw them to the West Jefferson Hills School District. 			

Next Steps

- Feedback from community members and parents.
- School board review, feedback and approval
- Advertise for volunteers for students, teachers, school board members, administrators and parents for the District Diversity Committee.

