



Educator & Community Readiness

Increase educator and leadership knowledge, readiness and commitment to diversity, equity & inclusion

- ✓ Assess readiness
- ✓ Assess commitment & buy-in
- ✓ Establish shared language
- ✗ *Staff surveys, focus groups, book studies, professional learning workshops*

Commitment to Diversity, Equity & Inclusion

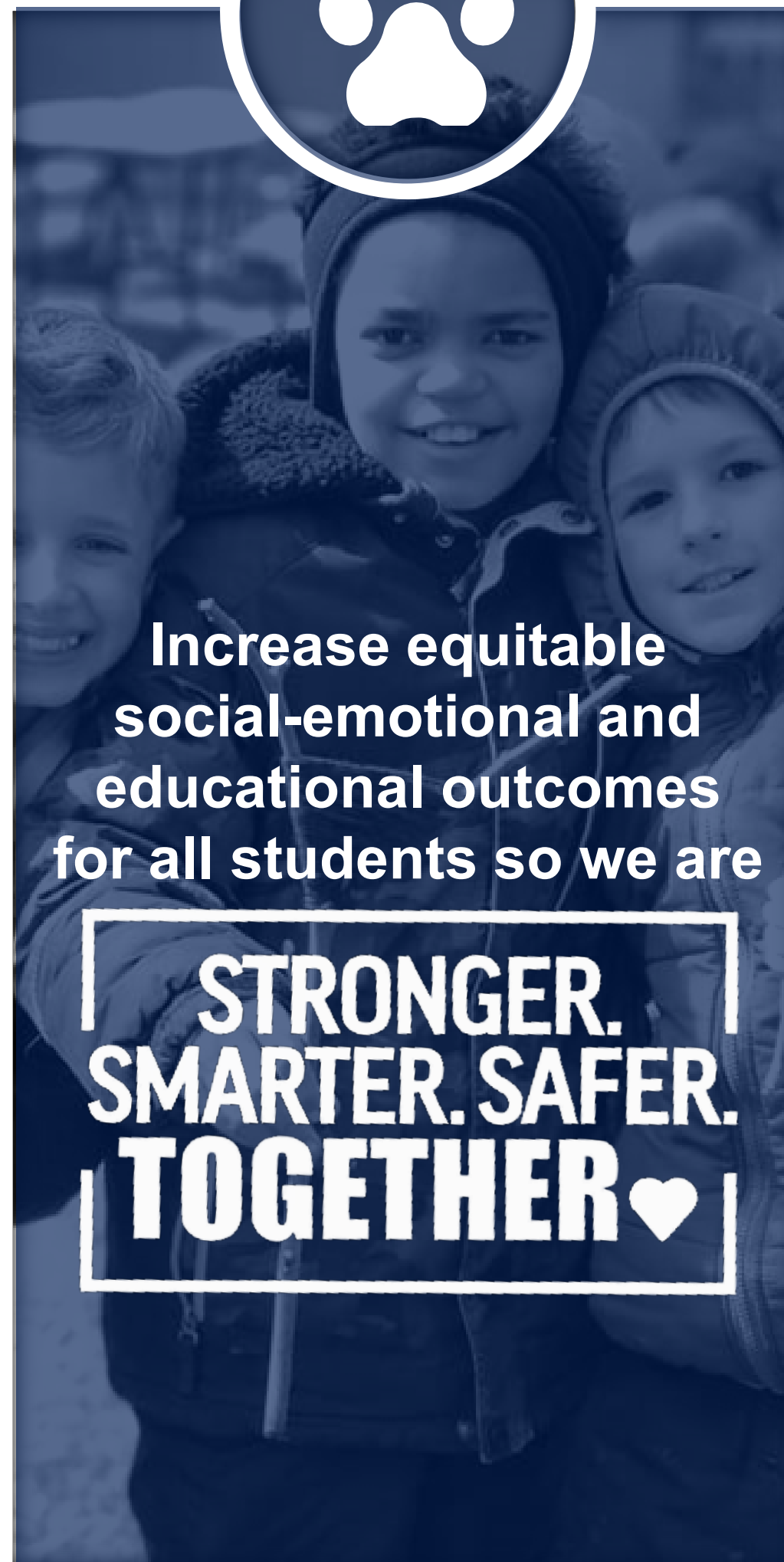


Strategic Planning

Establish goals and objectives to support the Strategic Plan

- ✓ SWOT of district processes
- ✓ Strategize implementation goals, steps, and approaches to improve systems and student experiences
- ✓ Scope & sequence
- ✗ *Subcommittee logic models, draft of DEI strategies, leadership & team coaching*

Increase readiness and implementation of key initiatives



KARLIN J & ASSOCIATES, LLC
Integrating Systems to Impact Communities



Conditions for Teaching & Learning

Improve instructional strategies for educator and student learning on issues of diversity, equity & inclusion

- ✓ Integrate diversity, equity & inclusion into systems, curricula, instructional practices, and materials
- ✓ Increase readiness and capacity of educators and leadership to create learning environments with a lens of diversity, equity, & inclusion
- ✗ *Professional learning experiences, student & community focus groups, sub-committees focused on improving student experiences and outcomes*

Improve culturally responsive teaching, learning, and student experiences



District Infrastructure

Align infrastructure to address issues of equity district-wide

- ✓ Systemize opportunities for growth related to diversity in leadership and staff diversity & inclusion
- ✓ Align core mission & strategic goal to DEI principles
- ✓ Engage community & parents in DEI efforts
- ✓ Establish and sustain the focus on increasing diversity in school communities

Sustainable, scalable DEI engagement