

DEI Coordinator: Semester in Review



Fall 2022

Part I

Transition Plan Goals

Goal #1

Coordinate Superintendent's DEIJ Community Group and Steering Committee

Goal #2

Meet students and support student led groups

Goal #3

Introduce herself to the community

Goal #4

Meet with faculty regularly

Goal #5

Communicate, collaborate, learn, and grow with the community around this work

Goal #6

Identify needed professional development for staff, develop plans for this PD, and begin implementing PD plan

01

**Coordinate
Superintendent's
DEI Community
Group and Steering
Committee**

DEIJ Committee Group Meetings

- Steering Committee advised and informed upcoming meeting agendas
- **Meetings are on a monthly basis**
- Group activities that answered the following questions:
 - Where have we been? (*Reflection*)
 - Where do we want to go? (*Envision*)
 - How do we get there? (*Action*)
- **Meeting agendas and notes can be found** on the district website

02

**Meet students and
support student
led groups**

Connecting with Students

- Met with six middle school and high school advisory sections
- **Introduced self to all high school students**
- Introduced self to the 8th grade class
- Attended Mast Way's first all-school assembly and Open Circle
- **Read to kindergarteners**
- Connected with a high school student to become an advisor to a new student diversity club
- **Met with the high school JEDI group**
- Visiting the high school writing club
- Interviewed for a MOR profile piece
- Working with advisor to meet with the middle school Pride group

03

**Introduce herself
to the community**

School Community Introductions

- **Teacher Workshop day introductions at each school**
- Re-introduction to high school teachers
- Clarity of objectives, role, and priorities in principal and Superintendent newsletters
- Scheduled days in school buildings
- **Coffee & Conversations**

04

**Meet with faculty
regularly**

Faculty Outreach & Support

- **Teachers have reached out >25 times this semester**
- Connected in-person with teachers 21 times
- **Served as a thought partner for:**
 - Addressing bias incidents and situations
 - Answering curriculum questions
 - Helping to facilitate and navigate difficult conversations
- **Invited to attend classroom and lead guest lessons 5 times**

05

**Communicate,
collaborate, learn,
and grow with the
community around
this work**

- **Elementary, MS & HS Professional Learning Communities (PLCs)**
- Counselors
- School Librarians
- **Principals**
- ESOL
- Dining
- Oyster River Equity & Justice
- HS Athletic Director
- **New Hampshire School Administrator Association (NHSAA)**

- **Statewide DEIJ Directors**
- **Oyster River Alumni Association**
- Local community members and parents
- **New Hampshire Listens**
- Black Lives Matter Seacoast
- Equity Leaders Fellowship
- YWCA NH Board of Directors
- **Seacoast Outright**
- **University of New Hampshire**
- Phillips Exeter Academy

06

Identify needed professional development for staff, develop plans for this PD, and begin implementing PD plan

Assessment Overview

**Ten questions in total*

***Multiple selection, open answer, and Likert scale ranking options*

****Questions adapted using BELE framework, Learning For Social Justice standards & Learning For Justice curriculum practices*

CORE QUESTIONS

- Which **broad areas of Diversity, Equity, Inclusion, and Justice (DEI)** are you interested in?
- Which **DEI topics and/or professional development do you want to explore?**
- Which professional development topics will be most useful for you focused on **Curriculum and Instruction?**
- Which professional development topics will be most useful for you focused on **Educator Leadership?**
- Which professional development topics will be useful for you focused on **Learning Environment?**
- What **models of professional development** would be useful for your work as an educator?

Findings

151 Teachers

Completed the survey

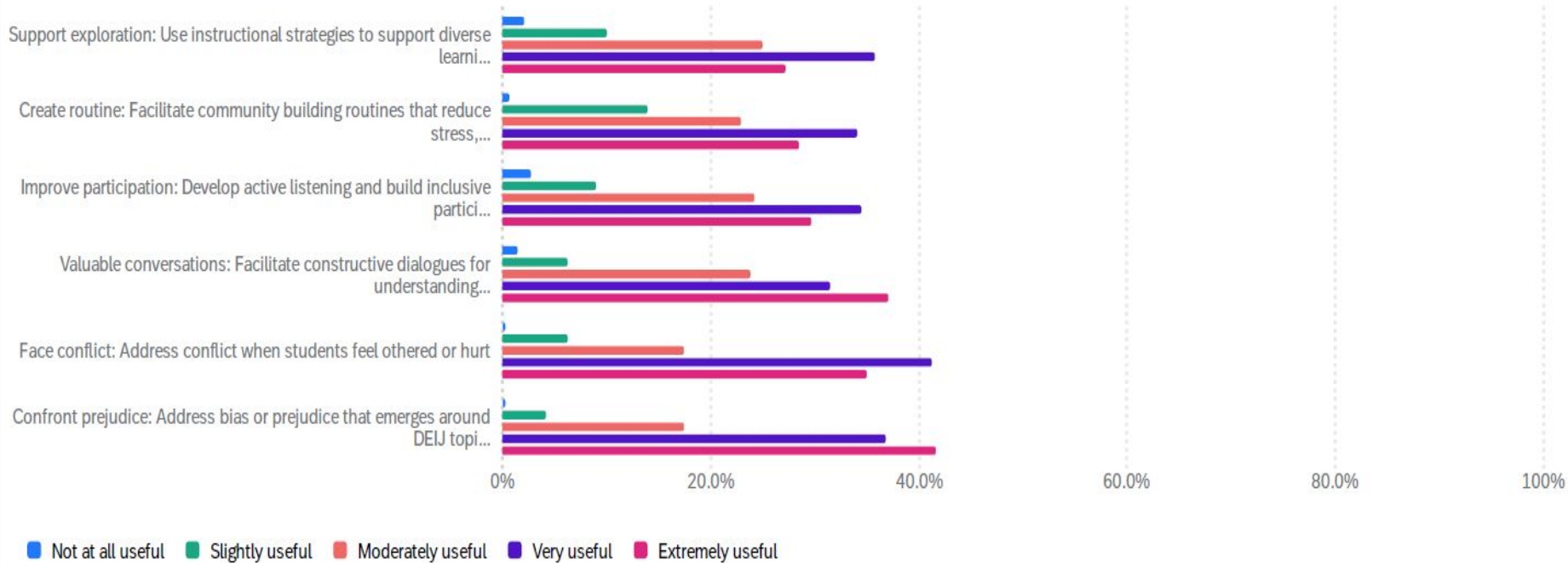
48 High School Teachers

The largest amount of educators to fill out the survey

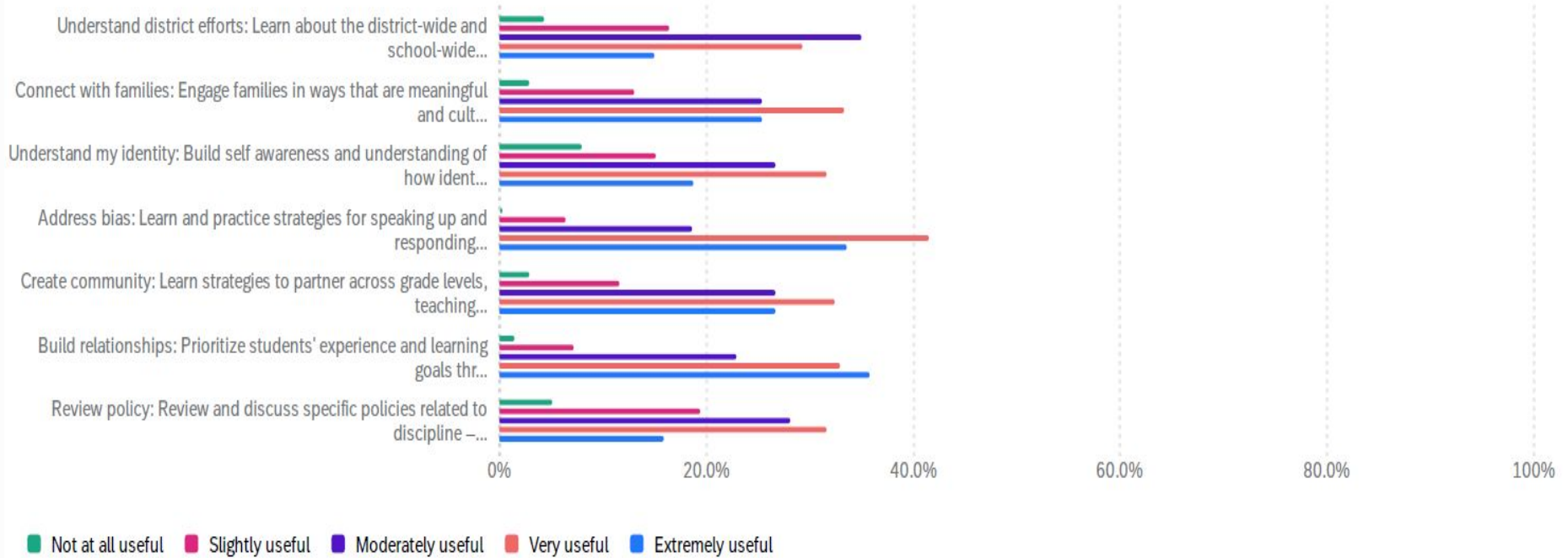
3 Highest Ranked Topics

Race, Disability and Gender

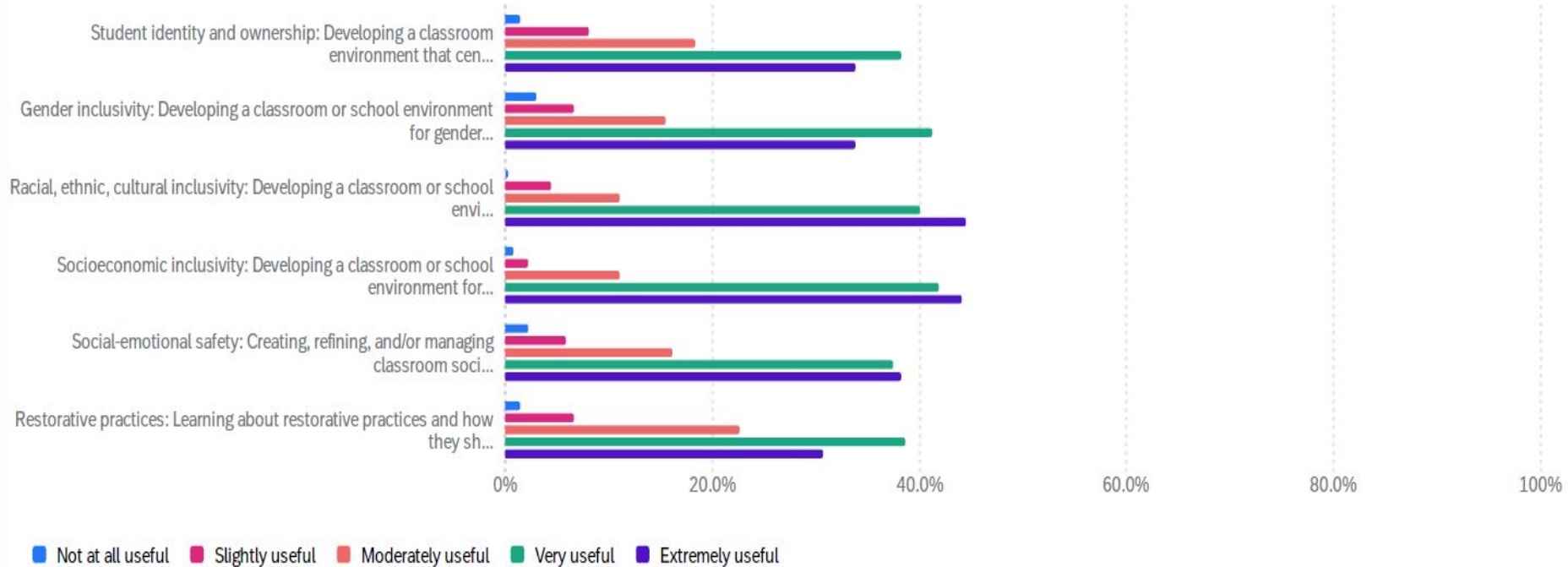
TOPIC AREA	TOTAL	
RACE	57	#1
DISABILITY	49	#2
GENDER	46	#3
ENVIRONMENTALISM / SUSTAINABILITY	30	#4
CLASSISM	27	#5
CITIZENSHIP	24	#6
SEXISM	24	#6
AGEISM	9	#7



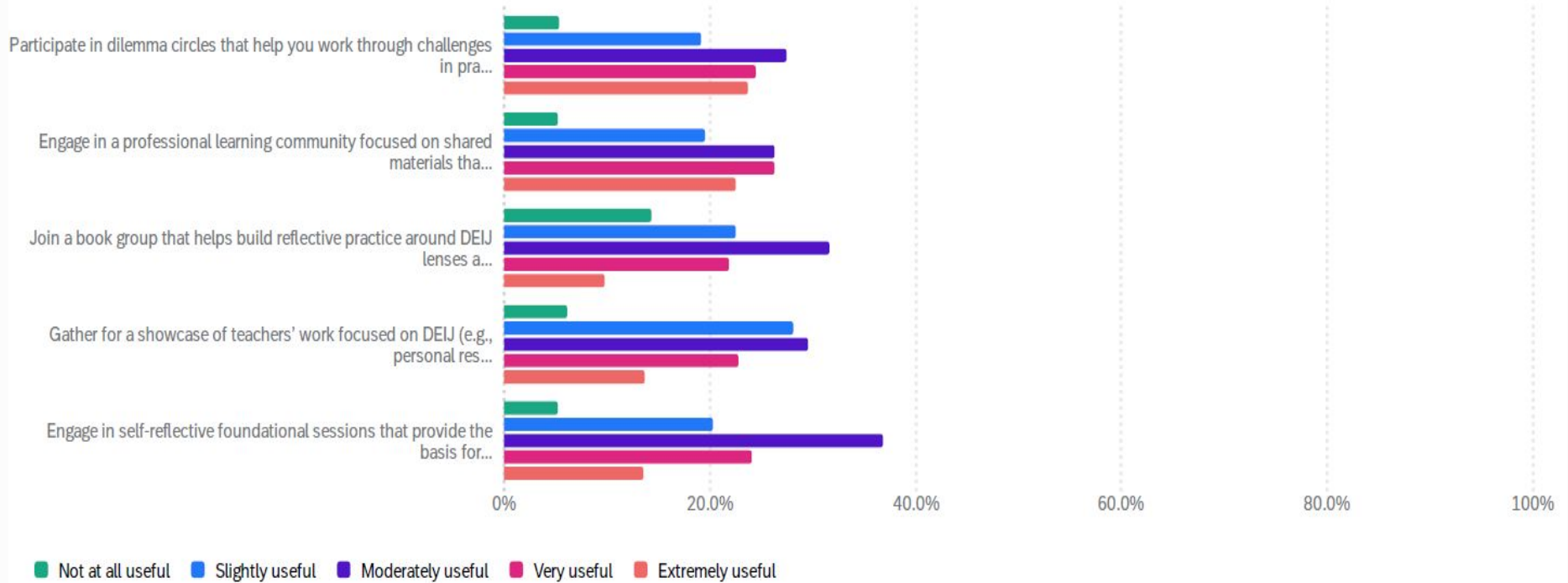
Which professional development topics will be most useful for you focused on **Curriculum and Instruction**?
 Overall, these options are focused on opportunities to learn and talk about classroom practices and strategies with colleagues.



Which professional development topics will be most useful for you focused on **Educator Leadership**?
 Overall these options are focused on learning and growing with fellow educators to build your reflective practice and ability to use frames and practices that reflect DEI values in terms of self, group, community awareness and action.



Which professional development topics will be useful for you focused on **Learning Environment**?
 Overall these options reflect opportunities to learn and talk about school and classroom spaces to make them more engaging and inviting for diverse learning styles and backgrounds.



Which of the following **models of professional development** would be useful for your work as an educator?

Overview of Themes

- Need a stronger knowledge base and facilitation strategies for classroom conversations
- **Age and Classroom appropriate approaches and resources**
- Making learning environments and curriculum/lessons more inclusive to all
- **How to address bias and microaggressions in the classroom; learning about bias**
- Diversifying curriculum and resources to be more representative of various identities, backgrounds, and cultures
- Talking about topics of race, gender, disability, and class (**in particular - talking about gender identity, pronouns, and the LGBTQIA+ community in legal, inclusive, and developmentally appropriate ways*)
- **Less time spent on theory and more on actionable and tangible approaches**
- **Finding more time to connect and talk with one another across school grades and classrooms**

School-based Themes



Mast Way

Age appropriate tools and resources, help with curriculum topics, incorporating more diversity in music lessons



Moharimet

Increasing diversity in classroom library, discussing topics at appropriate developmental levels



Middle School

Gender identity and pronouns, supporting transgender and non-binary students



High School

Curriculum representation and discussion, helping students understand systems of discrimination, talking about race and racism

Next Time



Part II of this presentation **will take place on Wednesday, January 18th** and include:

- Draft of the professional development plan for teachers
- Updated goals for next semester
- Evaluation Tool