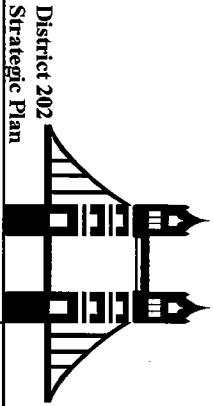


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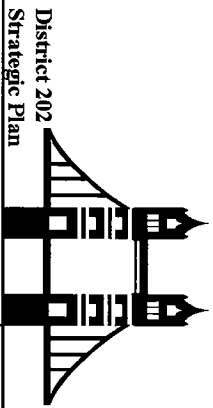


Program of Work

**LONG RANGE PLANNING TOOL
DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN
STRATEGIC PLANNING STATEMENT:**

ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
Diversity <u>Internal</u> Cultural Audit	<ul style="list-style-type: none"> • Diversity <u>External</u> Cultural Audit • Administrator Retreat “Dancing with Happy Feet: Journey to Achieving Cultural Competence”. • New Teacher Orientation “Cultural Diversity & Awareness”. • “Culturally Responsive Instruction” program • Administrator Workshop: “Understanding the Impact of Privilege on the Learning Process”. • “Creating an Inclusive and Respectful Diversity Environment”. (Charles Reed Elementary) • Plainfield Sun reports on Internal Cultural Audit and announces External Audit which expands visibility of this journey in the community. • Board approval to “spread the recruiting net 	<p>Board of Education</p> <ul style="list-style-type: none"> • Adopts revised mission and vision statement more reflective of diversity and inclusion. • Adopt diversity and inclusion policy, and revise existing policies to reflect diversity and inclusion themes. <p>Superintendent:</p> <ul style="list-style-type: none"> • Development of 3-5 person District Equity Action Team. • Provide inservice training to members of District Equity Action Team so these members can provide future training to District staff. • The Dist. Equity Action Team will have the following responsibilities: <ul style="list-style-type: none"> -The development of a District Diversity and Inclusion Council (e.g. membership, structures, processes, mission, 	<p style="text-align: center;">→</p> <p style="text-align: center;">→</p> <p>Superintendent:</p> <ul style="list-style-type: none"> • Consideration of employing two community liaison staff. <p>District Equity Action Team:</p> <ul style="list-style-type: none"> • Development of Diversity and Inclusion Advisory Councils in each house, beginning with the Orange House. Trainer of Trainers Model. • Identify and inservice “trainers of trainers” – Theme “Creating an Inclusive and Respectful Diverse School 		

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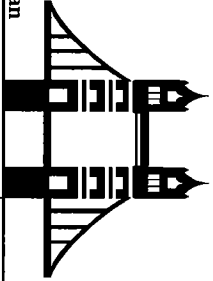


Program of Work

**LONG RANGE PLANNING TOOL
DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN
STRATEGIC PLANNING STATEMENT:**

ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
		broader”.	vision, goals). - Develop partnership with PANDA. - Investigate funding resources for District Diversity/ Plan including but not limited to the salary of the community liaison staff member (e.g., grants). Special Education budget allocated for “intervention services” for diversity consulting. - In collaboration with C&I & SS, research Character Education curriculum. - Provide staff development on how to most effectively work with all subgroups. - Provide background information on PreK-12 Character Education. - In collaboration with the Dept. of Community Relations, publicize cultural/ diversity events	Environment.” • PreK-12 Character Ed training for teachers in voluntary schools and collect data. • In collaboration with Dept. of Business & Operations, development of school-business partnerships leading to student internships with diverse role models.	

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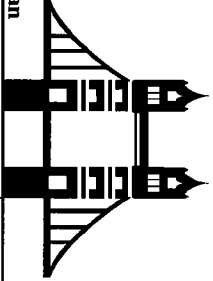
District 202
Strategic Plan

Program of Work

**LONG RANGE PLANNING TOOL
DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN
STRATEGIC PLANNING STATEMENT:**

ANNUAL OBJECTIVE	<u>2006-2007</u>	<u>2007-2008</u>	<u>2008-2009</u>	<u>2009-2010</u>	<u>2011-2012</u>
			<p>at schools.</p> <ul style="list-style-type: none"> - In collaboration with the Dept. of Community Relations, recruit individuals from racially and ethnically diverse backgrounds to CAPE, Foundation for Excellence, Key Communicators, Coffees with the Supt., and other key District 202 forums. - In collaboration with A&P and PPA research, recommend diversity and inclusion policies for consideration. - In collaboration with A&P and PPA research, recommend changes to the District vision and mission statements in context of diversity and inclusion. <p>• Book Study (<u>Courageous Conversations</u>) on Diversity and Inclusion theme.</p>	<p style="text-align: center;">↓</p> <p style="text-align: center;">↓</p>	

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District 202
Strategic Plan

Program of Work

**LONG RANGE PLANNING TOOL
DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN
STRATEGIC PLANNING STATEMENT:**

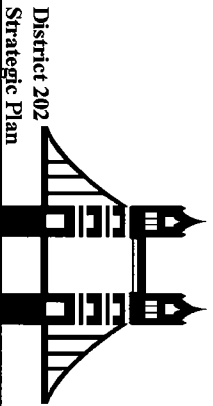
ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
			<ul style="list-style-type: none"> • Inservice District Cabinet: "Race & Ethnic Diversity Education". <p><u>Department of Administration and Personnel</u></p> <ul style="list-style-type: none"> • Development of campus "emergency plan" intended to address racially-charged incidents. Include the Charles Reed workshop as a strategy. • "Recruitment Optimization for Diverse Candidates" – Emphasis upon general education, special education (administrative & teaching), and non-certified staff. <p><u>Department of Curriculum & Instruction</u></p> <ul style="list-style-type: none"> • Revise new teacher induction program to include a component entitled, "Cultural 	<p><u>Department of Curriculum and Instruction</u></p> <ul style="list-style-type: none"> • Voluntary schools continue to use IPI data to measure engagement in their building. 	<p><u>Department of Curriculum & Instruction</u></p> <ul style="list-style-type: none"> • Adopt & implement Character Ed

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LONG RANGE PLANNING TOOL

DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN

STRATEGIC PLANNING STATEMENT:



Program of Work

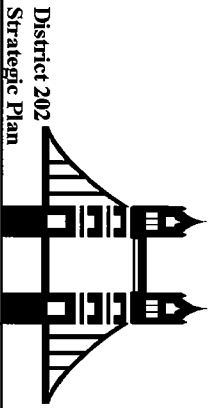
ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
			<ul style="list-style-type: none"> Competency”. Continue Parent Univ. and expand to all parents with a focus on learning about diverse cultures. Incorporate multicultural curriculum activities with a higher priority into District curriculum. Add multicultural strand in SS and revise material selection criteria for Science adoption. Continue to update, track, and analyze statistics regarding achievement gap for Black and Latino students through the SIP continuous improvement process. Schools on a voluntary basis use IPI data to measure engagement in their building. Develop and provide staff development and implement instructional strategies designed to close 	<ul style="list-style-type: none"> Provide in-services on cooperative instructional strategies and the Kagan instructional model to middle school staff. 	<ul style="list-style-type: none"> curriculum. Integrate “Creating an Inclusive and Respectful Diverse School Environment into new teacher induction program. All schools implement IPI data collection to measure engagement in their schools.

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LONG RANGE PLANNING TOOL

DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN

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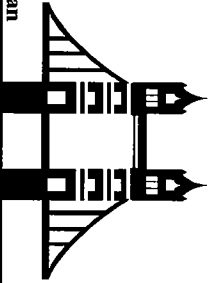


District 202
Strategic Plan

Program of Work

ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
			<p>the achievement gap through cooperative instructional structures that benefit particular NCLB subgroups.</p> <ul style="list-style-type: none"> Review/revise/monitor the selection criteria for gifted/ accelerated/honor programs in order to assure appropriate identification inclusive of NCLB subgroups. <p><u>Department of Student Services</u></p> <ul style="list-style-type: none"> Continue to update and maintain statistics/data regarding suspension and expulsion rates of culturally diverse student groups. Develop, provide staff development and implement strategies designed to reduce the number of out-of-school suspensions and expulsions, most 		

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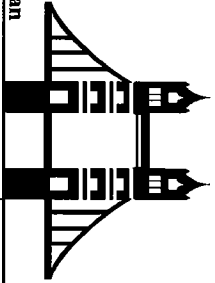


District 202
Strategic Plan
Program of Work

**LONG RANGE PLANNING TOOL
DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN
STRATEGIC PLANNING STATEMENT:**

ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
			especially involving minority students. ● Recruit staff of color for Special Education.	<u>Building Principals</u> ● Each high school Principal meets quarterly with student focus groups. ● Facilitate book study for staff. ● In-service/discussion on diversity. ● Review, evaluate, revise student recruitment strategies to extra-curricular clubs/teams.	
RESOURCE EXPENDITURES Amount and Source (budget, grant, etc.)					
COMMUNI-CATION STRATEGIES (with all stakeholders –			<ul style="list-style-type: none"> ● State of Dist. Address ● Supt. Coffees ● Building Adminis- 	<hr/> <hr/> <hr/> <hr/>	<hr/> <hr/> <hr/> <hr/>

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District 202
Strategic Plan

Program of Work

**LONG RANGE PLANNING TOOL
DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN
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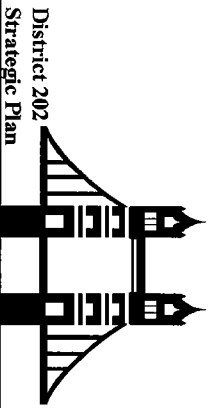
ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
certified, non-certified, students, parents, community, BOE, ISBE, etc.)			trators inservicing staff, students, and parents <ul style="list-style-type: none"> • "The Core Newsletter" (Community Relations) • Articulation meeting with PANDA • PANDA members included in Advisory Councils for each House. • Educational Partners Electronic Newsletter 		
ANTICIPATED IMPACT TO STUDENT ACHIEVEMENT/ BENEFIT TO DISTRICT 202			<ul style="list-style-type: none"> • Improved academic achievement of all students, most especially Black and Latino students. • Reduction in the number of student suspensions/ expulsions, most especially among Black and Latino students. • Local and state assessments including, but not limited to, outcome assessments, ISAT, PSAE, ACT, EXPLORE. • Monitor and track student enrollment in AP, Honors, Accelerated, and 		
ASSESSMENT TOOLS/ PERFORMANCE INDICATORS					

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LONG RANGE PLANNING TOOL

DISTRICT GOAL: DISTRICT 202 DIVERSITY PLAN

STRATEGIC PLANNING STATEMENT:



Program of Work

ANNUAL OBJECTIVE	2006-2007	2007-2008	2008-2009	2009-2010	2011-2012
			<p>Gifted Education programs/curriculum.</p> <ul style="list-style-type: none"> • Monitor and track hiring practices as it relates to a more diverse workforce (certified and non-certified). • Monitor and track student suspension and expulsion patterns. 	<p>Student diversity reflected on extra-curricular teams and clubs.</p> <ul style="list-style-type: none"> • Monitor the number of school/ Business partnerships. • Monitor staff development in Tribes training. 	<p>Adoption of Character Education Curriculum and resources.</p>
<p>ANTICIPATED BOARD ACTION</p>			<ul style="list-style-type: none"> • Track membership in CAPE, Foundation for Excellence, Key Communicators, and Coffee with Superintendent as it relates to diversity and inclusion. 	<ul style="list-style-type: none"> • Adoption of Diversity and Inclusion Policy. • Adopt revised mission and vision statements. 	