

2020 Cultural Competency Committee Update

Board of Education Meeting, December 9, 2020
Curriculum and Technology Committee



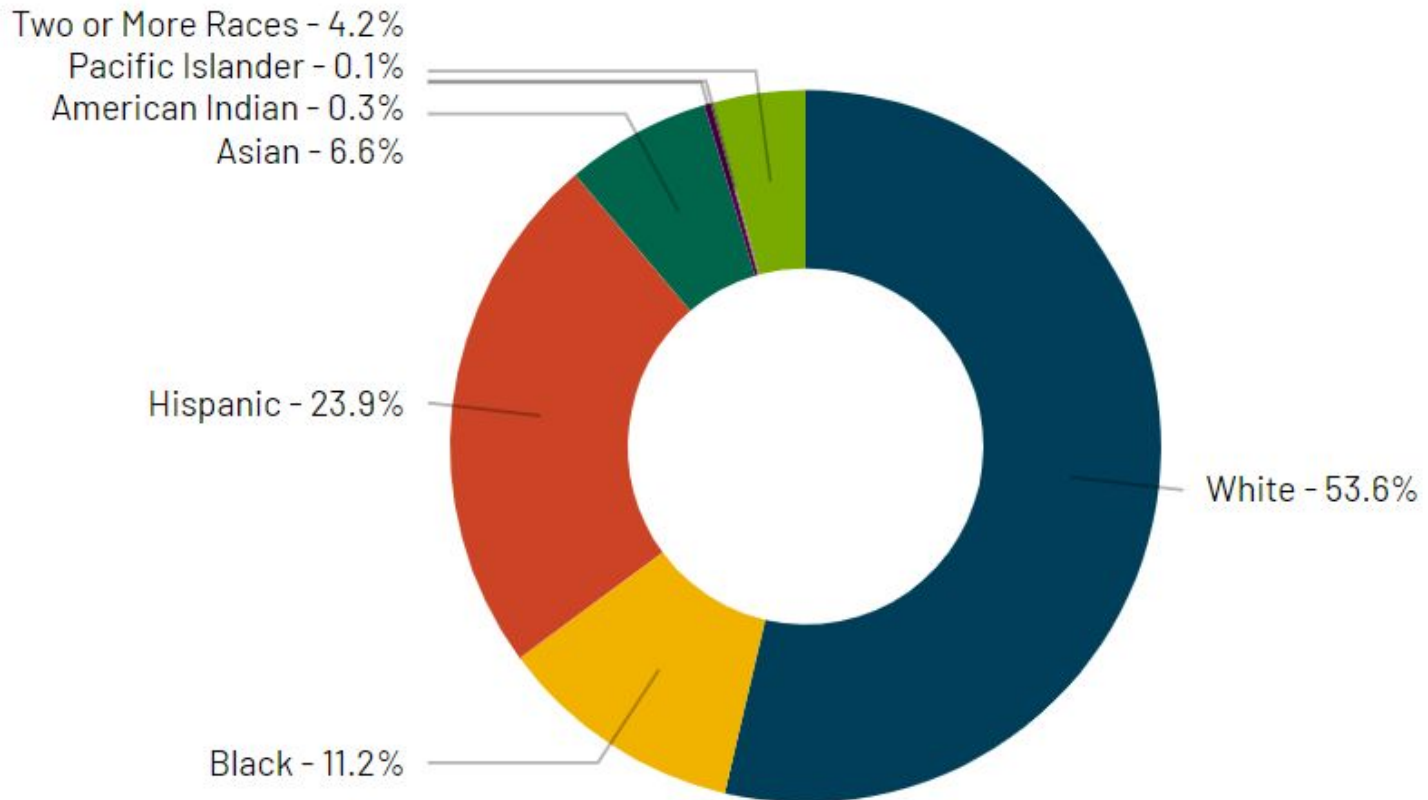
Diversity & Inclusion Statement

Plainfield Community Consolidated School District 202 is committed to building an equitable and inclusive educational community. Our district welcomes diversity in all of its many dimensions. We value students, families, and staff of varied backgrounds and encourage them to share their unique gifts to cultivate a rich educational experience. We are dedicated to creating a learning environment that exposes students to the value of differences, broadens their perspectives, and prepares them to shape the world.

For students, this includes the requirement that no person, including a School District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic identified in Board policy **7:10, *Equal Educational Opportunities***. <http://www.psd202.org/page/nds>

This also includes the requirement that no District employees shall engage in harassment or abusive conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, sex, sexual orientation, age, citizenship status, disability, pregnancy, marital status, order of protection status, military status, or unfavorable discharge from military service, nor shall they engage in harassment or abusive conduct on the basis of an individual's other protected status identified in ***Board policy 5:10, Equal Employment Opportunity and Minority Recruitment***.

Racial/Ethnic Diversity - 2020

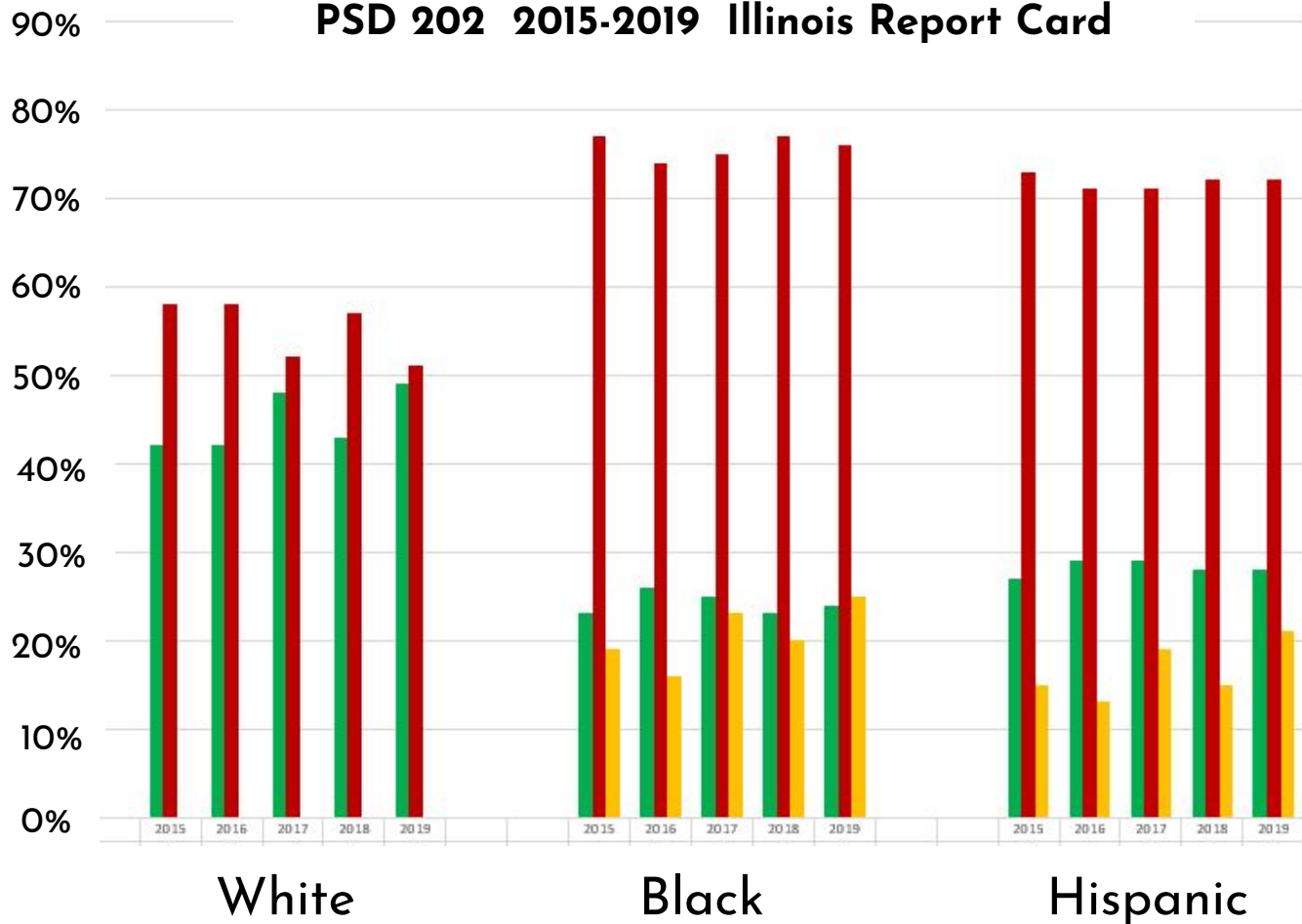


Student Readiness for the Next Level PSD 202 2015-2019 Illinois Report Card

- Ready for the Next Level
- Not Ready for the Next Level
- Achievement Gap

Equity is the inability to predict student outcomes the way that we have traditionally been able to do.

-Dr. Paul Gorski



Goal 1: Community Relations

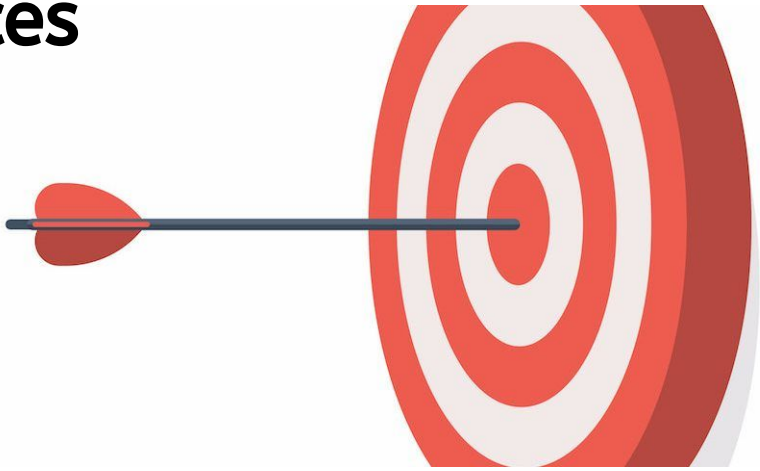
Goal 2: Curriculum and Resources

Goal 3: Student Voice

Goal 4: Discipline

Goal 5: Building Committee Leadership & Oversight

Goal 6: Personnel



20-21 Cultural Competency Plan

Tasks or Goals	On going	In progress	Completed	Comment/Anticipated Due Date
Cultural Diversity Statement poster in all school sites			x	August 2020
Culturally Centered Institute Days	x	x		February 2021
Cultural Competency Committee at all school sites		x		Need to Revise
Building libraries of diverse literature		x		Books ordered last year, but need to continue this year
Cultural Calendar	x			Completed last year; need to update for 2020-2021 school year
Implicit Bias Training added to GCN			x	Added to GCN; August 2020
FAQ on events over the summer	x		x	Handed out to buildings August 2020, need to revisit

Goal 1: Community Relations

Goal 1: Community Relations				
Tasks or Goals	On going	In progress	Completed	Comment/Anticipated Due Date
Website updated	x		x	August 2020
Nondiscrimination statement updated on the website			x	August 2020
Newsletter	x		x	Released bi-monthly

Goal 2: Curriculum and Resources

Task	Process	Anticipated Due Date/Completion/ Comment
FAQ Document	On going	Summer 2020
Implicit Bias Training	Completed	Added to GCN
Cultural Calendar	Reviewing	January 2021
Building libraries	On going	December 2020
Building Committees	Ongoing	
Cultural Centered Instituted	In progress	February 2021
Curriculum Audit	On going	Spring of 2022

Goal 3: Student Voice

Task	Progress	Comment/Anticipated date
Student Survey	Reviewing	January 2021
Student Ambassadors for Cultural Competency	Developing	May 2021
Hotline		August 2021

Goal 4: Discipline

Task	Progress	
Handbook Discipline Revised		August 2021
Teaching Versus Discipline Outline		August 2021
Training for the Community	In progress	March 2021
SROs		September 2021
Resources for Parents		January 2021

Goal 5: Oversight and Leadership over the Building Committees

Task	Progress	Comment/Anticipated Due Date
FAQ Mini-lesson	On going	October 2020
Building Level Committees	In progress	

Goal 6: Personnel

Task	Progress	Comment/Anticipated Due Date
Retention: Employee resource Groups	In progress	February 2021
Recruitment Video		March 2021
Hiring	On going	April 2021
PD	In progress	February 2021

Thank you

for your commitment
to all students of District 202.

District 202 Cultural Competency Committee