

INFORMATION REPORT

TO: GARRY W. RAYMOND, PH.D, SUPERINTENDENT
FROM: TODD WERNET, ASSISTANT SUPERINTENDENT FOR PERSONNEL
RE: DIVERSITY INITIATIVE-UPDATE
DATE: MARCH 16, 2009

At the August, 2008 Board of Education meeting the findings and recommendations from the 2007-08 Diversity Audit conducted by The Kaleidoscope Group were presented. This information report serves both as an update to those recommendations and activities conducted during the 2008-09 school year and current planning for the 2009-10 school year.

- On November 13, 2008 the district and building administration participated in an Executive Leadership Session. The session provided opportunities for District 205 administrators to discuss and share their understanding of diversity and expand their personal level of cultural competency. Training activities allowed participants to examine differences and challenge common stereotype perceptions. Additional activities during the session provided district administration the forum to begin discussing opportunities for Lockport Township High School. Areas of discussion included student achievement, school policy, and hiring practices. District Administrators were then introduced to "Courageous Conversations about Race" by Glenn E. Singleton and Curtis Linton. This book, designed for school districts, provides a framework for administrators, school board members, and staff to discuss and examine their organization's level of cultural competency and develop action plans for opportunity within their school district.
- January, 2009-June, 2009 the administrative team will continue their book read of "Courageous Conversations."
- February 27, 2009 Lockport Area Consortium Institute Day. Administrators and staff of District 205, District 92, District 91, District 88, District 88A, District 89, District 90, and LASEC heard the presentation titled "Connecting with all of your Students" by Dr. Adolph Brown III. This outstanding presentation challenged the participants to be able to effectively respond to all of their students. Dr. Brown explained that educators need to have the head or knowledge, heart, and hands to reach those that are different.
- June 4, 2009 District 205 Administrators' Academy Session titled, "Successful Leadership Approaches to serving a Diverse School Community." District 205 administrators and department chairs will participate in this leadership training designed to enhance the capacity of school leaders in their efforts to design and create and support a culturally proficient school

culture. This training session will be provided by presenters from the Department of Equity and Excellence of the Dupage Regional Office of Education.

- August 17-19, 2009 District 205 Institute Days. Currently planning is underway to provide District 205 faculty and staff Diversity and Inclusion training.
- 2009-10 School Year: Formation of District 205 Equity Action Team. Equity Action Teams are members of the organization who work collaboratively to develop a District Vision for district diversity initiatives with defined goals and outcomes. In addition, the Equity Action Teams coordinate or provided assistance with many of the current district initiatives that support district diversity which include tutoring, differentiated instruction, Character Counts, District 205 Discipline Committee, and the District 205 Affirmative Action Plan.
- 2009-10 School Year: Additional Diversity and Inclusion training for certified teaching staff to expand awareness and discussion into academic departments.
- 2009-10 School Year: Enhancement of District 205 New Teacher Induction Program to include Diversity Training. In addition to current requirements of participating in Mosaic of Thought Reading Strategy Professional Development and Technology Training, new teachers to the district will also be required to participate and complete Professional Development training in Diversity prior to being granted tenure in the district.