



LOCKPORT TOWNSHIP HIGH SCHOOL

Diversity & Inclusion
Internal Cultural Audit
Board of Education Presentation

August 18, 2008

Presented by:
Bea Young, Founder
The Kaleidoscope Group



The Kaleidoscope Group, L.L.C.
TO FREE THE HUMAN POTENTIAL





Expected Outcomes: Aug. '07

- Increase understanding of how to attract diverse staff at all levels
- Gain sense of ownership in change efforts
- Ability to plan, measure and monitor diversity progress
- Extent to which teaching reflects knowledge of student culture and inclusive environments
- Recommendations for the Diversity Journey





Audit Demographics

- 12 Leadership Interviews:
 - Board & Administrative Council- Nov.'07 & Feb.'08
- Review of relevant District data
- 7 Homogenous Focus Groups- April-May '08
 - Building Level Leaders
 - Department Chairs
 - Teachers/Counselors/Social Workers/Academy
 - Support Staff





KG Systemic Diversity Journey



Vision of Success





Unique Environmental Challenges

- Dramatic demographic changes & growth of minority population
- Impact of 9 feeder schools representing great racial, ethnic, socio-economic differences
- 125-150 new & diverse students each year
- Impacts of loss of referendum on overcrowding, safety, perception of quality standards and community rivalries including issues of race
- 18% minority student enrollment vs. 2% minority Certified Personnel & 11% minority Educational Support Personnel
- Confusion re. “Character Counts” as diversity education





Common Themes

- Receptivity to this audit & the diversity initiative and a desire expressed to move forward and take responsibility for change
- Closing the achievement gap for students of color and lower socio-economic students
- Desire to have the staff reflect the changing demographics; need to hire Black and Latino staff at all levels
- Concern with the divisiveness of the communities served and the need for more coordination and articulation with the feeder schools
- Lack of district-wide dialogue and openness on issues of difference, particularly race and ethnicity and the desire for greater understanding of diversity and inclusion.
- Desire for more overall communication, openness, feedback and trust across the district.





Board Members' Themes

- Passing the referendum has been a key concern
- Raising the bar for student achievement especially for minorities
- Must bring the many diverse communities together
- Need to talk openly about diversity
- Must hire qualified teachers of color to mirror our student population





Administrators' Representative Quote

“Diversity is one of our six Board goals and this Audit will give a big message to everyone and an opportunity to learn and grow.”





Administrators' Themes

- Cultural Audit which will provide the ground for future actions to improve diversity
- Diversity must be linked to all other initiatives for a coordinated and systemic process
- Urgent need to hire more diverse staff and desire to learn more about the diversity recruiting process





Administrators' Themes

- Crowded conditions create greater disadvantage for at-risk students/students of color
- Need increased contact with diverse cultures and understanding of diversity awareness & skills
- Concern with the need to close the achievement gap and how diversity & inclusion can help this process
- Strengths and weaknesses of feeder schools are vital to diversity
- Lack clear expectations about diversity and the impacts of race





Teachers, Counselors, Social Workers/Academy Professionals

- Receptivity to the Audit:
 - **Whites:** range of views from curious, surprise, to ‘it’s about time’ to ‘other districts are doing this’
 - **African Americans:** diversity and inclusion is a strong interest and anxious to see the level of commitment that will result
 - **Latinos:** curious about the process, glad to be invited and supportive of the homogenous groupings





Teachers, Counselors, Social Workers/Academy Professionals

- Support Themes:
 - Most feel supported by resources and the administration
 - Expressions of excitement of what they enjoy doing: teaching & counseling
- Opportunities for Improvement Themes:
 - Culture is perceived by many as conflict avoidance through lack of openness and two-way dialogue
 - Perception of lack of pro-activity regarding diversity and inclusion despite rapid demographic changes
 - Lack information about minority recruitment and concern that district is not attractive to staff of color; feel urgency for recruitment





Support Staff Themes

Receptive to the Audit & perceive their benefits, co-workers and the kids as major supports.

Opportunities for Improvement:

- Lack two-way communication which impacts their ability to do their job effectively
- Feeling a sense of exclusion and not listened to
- Feel disrespected, unappreciated and experiencing demeaning behaviors





KG Recommendations

- **Urgent Need for Diversity & Inclusion Education at all levels**
 - Executive Leadership Session: 2008
 - Institute Day/In-Service Diversity & Inclusion Program: Feeder Schools & 205 Faculty: '08-'09 School Year
 - Diversity & Inclusion Dialogue within Team Meetings: 08-09 School Year
 - Admin. & Teachers Diversity & Inclusion Dialogue Forums: 08-09 School Year
 - Review 'Character Counts' for ways to embed diversity as additional diversity education
 - Cultural Proficiency Education Across the District





KG Recommendations

- External Cultural Audit to Assess those served by School District 205 in order to:
 - Demonstrate follow-up actions
 - Create trust, openness and proactive dialogue
 - Breakdown cultural barriers, assumptions and misunderstandings and create positive image in communities served and gain support for next referendum
 - Understand perceptions of those served including students, parents and community





KG Recommendations

- Increased focus on recruitment of staff of color through outreach to diverse staff, community and organizations
- Align current programs & initiatives to reflect diversity
- Further assessment of disciplinary actions & achievement gaps by demographics
- Increased parent involvement and outreach
- Integrate multiculturalism throughout the curriculum to affirm all cultures, history and contributions
- Support Staff team building

