

February 27, 2023

# Diversity Advisory Committee Meeting



# Hello there!

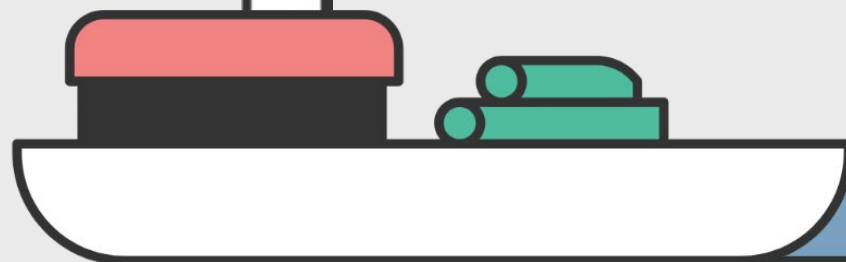


Introduce yourself in the chat and in honor of Black History Month write the name of your favorite book written by a Black author. *(any genre and/or reading level)*



# Agenda Page

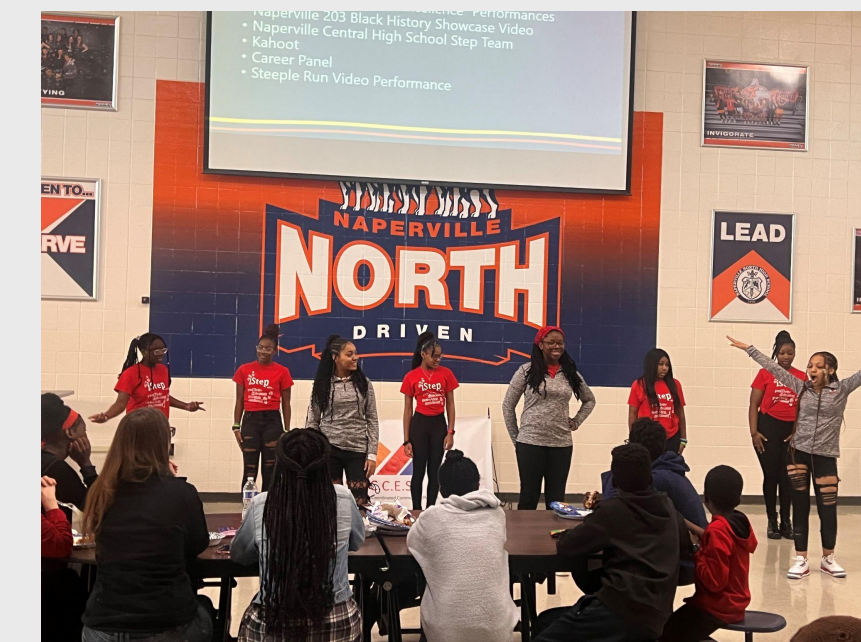
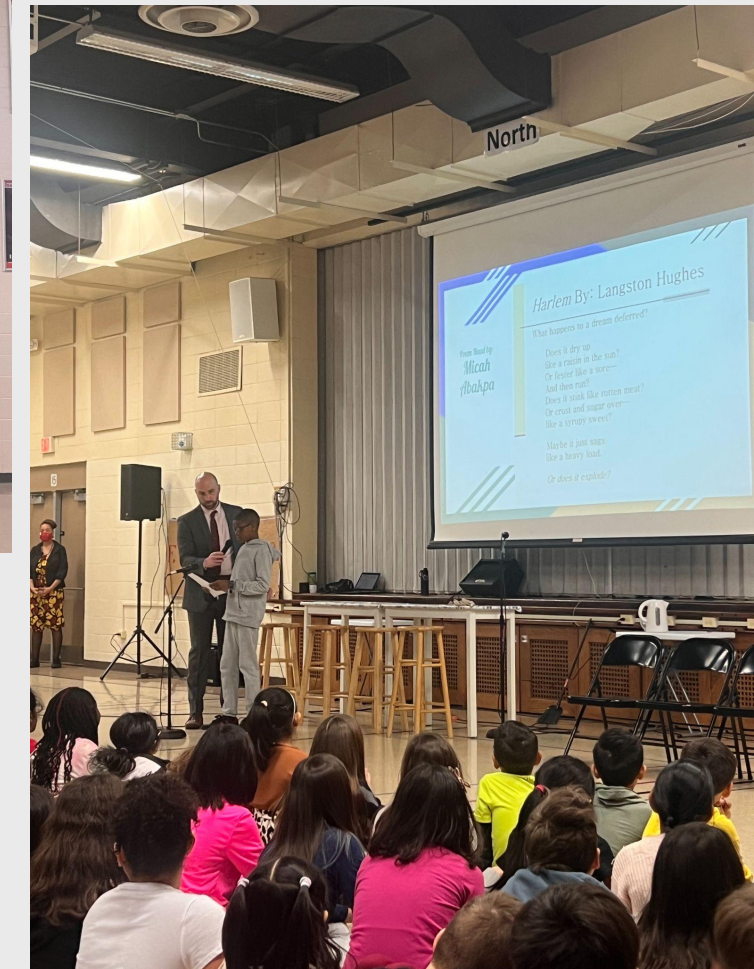
- 01** Recent DEI-related Events
- 02** Upcoming DEI-related Events
- 03** Review Strategic Blueprint
- 04** Feedback Session
- 05** Closing Announcements





# Recent DEI-related Events

- Implicit Bias Trainings
- Admin Academy: Restorative Practices (Dr. Danielle Lusby)
- Superintendent's Student Advisory Council (DOSB)
- School-Based Black History Events
- SUCCESS - Black History Showcase





# Upcoming DEI-Related Events

## Equity & Mental Health Student Leadership Conference



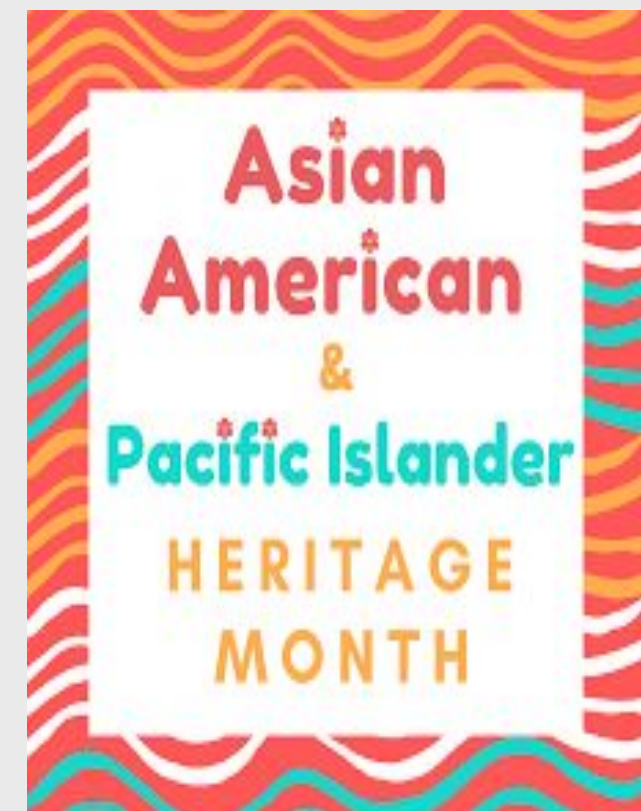
March 2, 2023

## Panorama Student Survey



March 13-24, 2023

## District-wide AAPI Heritage Event



May 2023 TBD



# Review Strategic Blueprint 2027

[LINK](#)



### STRATEGIC FOCUS 1

**Design and implement effective practices** that enhance academic, social-emotional, and college, career, and post-secondary readiness for all students

**Commitments:**

1. Design and embed college and career skill building across all disciplines to enhance academic, SEL, and workplace readiness for all students.
2. Conduct an analysis and update the junior high school exploratory programs and experiences to ensure relevance, rigor, and alignment to current student interests and industry trends.
3. Conduct an analysis of innovative school day models that support effective MTSS and flexible use of time and space that responds to the student of the future.
4. Conduct an analysis of student services support systems to ensure students' exceptional needs are met through an efficient and effective resource model.
5. Conduct an analysis of early childhood experiences, facilities, resources, staffing, and outcomes to make recommendations for future programming.
6. Conduct an analysis of the current alternative education programs and consider recommendations for effective in-district programming.
7. Design and implement relevant, high quality learning models that foster personalized environments to meet diverse students' interests and needs through blended and online learning structures.
8. Conduct an analysis of the current gifted/advanced programming in the district and consider recommendations for future practice.





### STRATEGIC FOCUS 2

**Foster an equitable and high-performance culture** focused on student learning, well-being, and engagement

**Commitments:**

1. Development of a comprehensive action and accountability plan to address issues of student behavior and discipline in a systemic manner.
2. As part of the ongoing commitment to the Comprehensive Equity Plan, identify and implement strategies to close academic achievement gaps.
3. Conduct an analysis of the current teacher evaluation process, and design and implement an updated process that ensures high-quality instruction.
4. Develop, implement, and refine an updated system of administrator onboarding, mentoring, and leadership development to improve administrator efficacy and support leadership development.
5. Conduct an analysis of the current Career 203 program to ensure high quality instruction, professional growth and development, and to establish a robust talent development and future leader program.
6. Review the current system of student assessment and school accountability tools.





## FOCUS203

Strategic Blueprint  
2022-2027

**Ongoing Commitments:**

**Implement a multi-tiered system of support** to promote all students' academic, social-emotional, and behavioral development for college, career, and life readiness.

**Implement a comprehensive social emotional learning plan** that will support students' ability to demonstrate the skills needed to be competent in their families, with their peers, in school, at their work settings, and in their community.

**Implement a Comprehensive Equity Plan** that focuses on educational equity to ensure every student has access to exemplary learning opportunities with the support they need to be self-directed learners, collaborative workers, complex thinkers, quality producers, and community contributors.

**Demonstrate continued vigilance** to ensure long-term financial stability for Naperville 203 with respect for the taxpayers.

**Build two-way communication and community engagement opportunities** to maintain informed and contributing stakeholders.



### STRATEGIC FOCUS 3

**Steward resources effectively** to promote student learning

**Commitments:**

1. Identify and create a long-term plan to reduce the district's carbon footprint.
2. Update the comprehensive facility evaluation, including the 10-year life, health, safety plan, to align with future learning models and strategic district goals.
3. Conduct an analysis of current staffing models to ensure students' needs are met in the most equitable, efficient and effective manner possible.
4. Evaluate process for resource allocation to support student services to ensure each program and school receives appropriate and adequate support.
5. Evaluate effectiveness of all district-wide technology resources.





### STRATEGIC FOCUS 4

**Enhance communication and stakeholder relations**

**Commitments:**

1. Develop and implement an ongoing parent and community education, support, and advocacy program aligned to district initiatives and priorities.
2. Create an annual communication toolkit for use by the Board of Education and district level leaders to ensure accuracy and consistency of internal and external messaging.
3. Engage in strategic business partnerships, including the business advisory council, to support pathway development and student experiences through work-based learning that prepares graduates for post secondary and career success.
4. Improve district wide content creation with a focus on student stories, as well as Board of Education work and district initiatives.



**Naperville 203**  
Community Unit School District





# Feedback Session



## Groups Roles

### Identify Group Roles

- Facilitator
- Timekeeper
- Recorder
- Presenter

## Group Assignments

### Four Breakout Groups

- Group 1: Strategic Focus 1
- Group 2: Strategic Focus 2
- Group 3: Strategic Focus 3
- Group 4: Strategic Focus 4

## Activity

### Group Recommendations

- Identify at least one action that D&I department can take to positively impact your strategic focus area
- Identify two ways in which the Diversity Advisory Committee can support your strategic focus area.

**"Healing begins  
where the wound  
was made."**

— Alice Walker

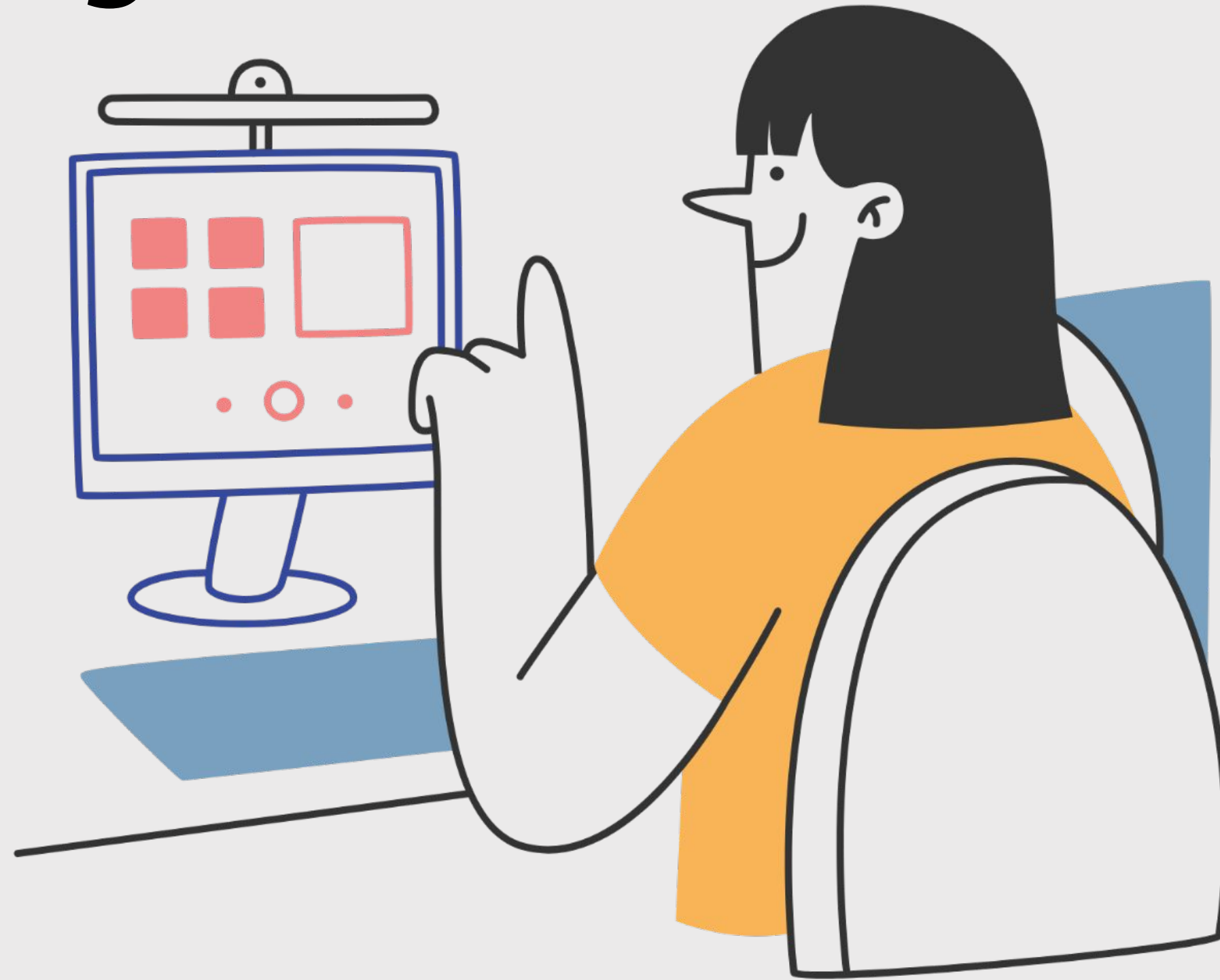






**Announcements**

# Thank you!



**Next meeting is April 10th and will be IN-PERSON!**