ISD Acknowledgement and Reconciliation Meeting

Thiaba Camara Sy, Chairperson ISD Board of Trustees

Dr. Alan Knobloch, ISD Director

Dr. Nneka Johnson, ISD Director of Innovation

October 2020
AGENDA

• Statement from Board of Trustees
• Acknowledgement
• Action Plans
• Comments and Questions
ACTION PLAN

• Listening sessions with students and staff
• Survey of students, alumni and staff
• Professional development for staff and Board
• Board policy
• Hiring
• Curriculum review
• Reporting discrimination and bias
LISTENING SESSIONS WITH STUDENTS AND STAFF
(October to January)

• Team of 10 trusted faculty members and counselors

• Student listening sessions - facilitated by trusted faculty members

• Faculty listening sessions - facilitated by an outside consultant

• Local Senegalese staff listening sessions - facilitated by one of our Senegalese faculty members who speaks French, Wolof, and English.
SURVEY OF STUDENTS, ALUMNI, AND STAFF
(November)

- Establish diversity and inclusion survey, looking at all forms of diversity
- Outside agency
- Students, alumni, and staff
PROFESSIONAL DEVELOPMENT FOR STAFF AND BOARD
(August to November, On-going)

Roadmap to Becoming and Anti-Racist Educator
• Administrators, school counselors, and interested teachers (August)

• Board of Directors (September)

• All faculty - Teachers and TAs (October 23)

• All faculty PD - Teachers and TAs (November 20)
  • Team of 10 faculty members and counselors
  • Addressing Bias/Anti-racism/Microaggressions/White Privilege/Supremacy
BOARD POLICY
(December to March)

• Outside consultant to review Board Policy Manual looking for bias or discrimination

• Focus on staff and student sections

• Board Policy Committee will review input from consultant and make recommendations for policy revisions to the full Board
HIRING
(On-going)

• In fall of 2019, the Board changed the priority order for candidate qualifications elevating candidate diversity

• By September 2020, 43% of new teachers for 20-21 are teachers of color

• Continue to look for new candidate pools

• Add interview focusing just on diversity and inclusion

• Expand network and connections
  • Association of International Educators and Leaders of Color (AIELOC)
CURRICULUM REVIEW
(February to May)

• IB Coordinators work with D & I team to develop a process to review and diversify the curriculum as needed

• Does our curriculum and resources have diverse authors and perspectives?

• How can we improve the diversity of perspectives and authors in our curriculum?
REPORTING DISCRIMINATION AND BIAS
(Starting November, December then on-going)

• Purpose - growth or discipline?
• Develop process for reporting
• CAS Project/Student Driven
Comments and Questions