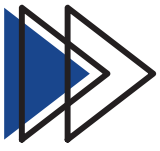


Diversity, Equity, & Inclusion Plan



DRAFT
Sept. 8, 2021

2021-22



Diversity, Equity, & Inclusion

Introductory Note

In the fall of 2020, the school board approved new goals regarding diversity, equity, and inclusion. One of those goals was to begin developing a comprehensive diversity, equity, and inclusion plan. In January of 2021 a committee including board members, staff, and parent volunteers was formed to begin working on the plan.

This plan is currently in development and will continue to evolve. We recognize the measure of success for several action items is listed as to be determined (TBD). Our committee is working to determine the best way to measure the effectiveness of these items and we will update the plan accordingly.

Specific Board Goals

Each year, the Bondurant-Farrar Board of Education adopts and works towards a variety of district goals. Recently, three new goals were added in the areas of diversity, equity, and inclusion:

1. Develop a deeper understanding of district needs related to diversity, equity, and inclusion.
2. Create an equitable, inclusive, and supportive school environment for all stakeholders.
3. Begin developing a comprehensive diversity, equity, and inclusion plan.



With questions or feedback regarding the district's Diversity, Equity, and Inclusion plan, please:

1. Contact your building administrators with specific questions or
2. Call the district office at 515-967-7819.





Goal 1

Create safe, equitable, inclusive, and supportive school environments in which every family, student, and staff member feels welcome and safe.

Action	Timeline	People Responsible	Measure of Success
Signage will be displayed outside welcoming all students, staff, and families back to school.	August 2021	Jodi Brogan Jess Hartgers Peri Strong	Social media presence and response
Signage will be displayed inside welcoming all students, staff and families.	Fall 2021	Jodi Brogan Molly Rockefeller	TBD
Create and administer a survey to all staff and students regarding a safe and inclusive environment.	Fall 2021	Jodi Brogan School Counselors Teacher Leaders	Pre/Post Survey Data
Create a group of peer mentors (parents) to assist new families to the school district.	Ready for registration for the 2022-2023 school year	Rania Robb to discuss with PTO	TBD
*Send a survey asking families “What is something you wish you would have known ahead of time?” to help create a handbook for new families.	Need to define the role- create a handbook	Discuss in Parent Advisory Committees (PAC) Social Media	
Create building committees made up of students, teachers/staff, family members to determine what is needed for their building to be welcoming, safe, and inclusive.	Late Fall 2021	Administrators Building Leadership Teams (BLT) PACs Counselors Student Council and/or identified students	TBD



Goal 2

Increase administrators, teachers, and staff use of culturally responsive and equity informed practices.

Action	Timeline	People Responsible	Measure of Success
All Staff - Diversity Awareness and Cultural Competence AEA Module	Completed by September 10	Jodi Brogan Alex Kitchen Kristin Maffin	Completion of module
Provide Diversity, Equity, and Inclusion training with Dr. Willie Barney for new teachers.	August 13, 2021	Rich Powers Jodi Brogan	Post-Survey
Professional development opportunities for teachers and administrators.	November 1: BF Staff Unconference January 3-17: TBD Throughout the school year: Book Studies TBD: SF 802	Jodi Brogan Chad Carlson Teacher Leaders	Post-Surveys Reflections
Suggested podcasts and webinars available	TBD	TBD	TBD



Goal 3

Increase community awareness and foster community involvement in the diversity, equity, and inclusion plan.

Action	Timeline	People Responsible	Measure of Success
BF Unconference for Parents	October 18, 2021	Jodi Brogan Teacher Leaders Community Partners	Post-Survey to Attendees
Panel Discussions	TBD	TBD	TBD
Community Conversation & Coffee	TBD	Rich Powers Jodi Brogan Chad Carlson	TBD
Social Media Posts	TBD	Rich Powers Jess Hartgers	TBD
Additional events (such as World Food Day, learning experience around each continent, etc.)	TBD	TBD	TBD
Highlighting the plan, the work of the committee, and involvement opportunities in the district's E-Briefing newsletter	Quarterly	Jess Hartgers	TBD