Committee’s Purpose

Develop recommendations to address diversity and inclusion in the following areas:

• Student Voice
• Workforce Diversity
• Curriculum
• Professional Learning
First Word
Valeria Arriola

STUDENT VOICES
Vision 2018

• **Goal 1: Outcome 1.7** - Schools support the social and emotional safety and well-being of all students.

• **Goal 1: Outcome 1.75** - Ensure students have access to culturally proficient staff members who support them and help them solve problems.

• **Goal 1: Outcome 1.2** - Students have equitable access to a rigorous instructional program.

• **Goal 2: Outcome 2.1** - Staff members experience a culture of trust, transparency, and collaboration.

• **Goal 3: Outcome 3.1** - HCPSS collaborates with family and community partners to engender a culture of trust.

• **Goal 4: Outcome 4.2** - HCPSS hires and retains a talented, effective, and diverse workforce.
Committee Members

Over 150 Statements of Interest Submitted

33 Committee Members: Students, Staff, Parents, Community Members

Representation from Diverse Groups - Policy 1010

County-wide Geographic Representation

All Levels (elementary, middle, high) and Bargaining Units Represented

Balanced Representation of each Stakeholder Group
Meeting Sessions
Meeting Structure

- Established norms for engagement and identified committee goals
- Heard overview of current practices from department specialists
- Began and ended meetings with students sharing their perspectives
- Provided feedback following sessions
Meeting Evaluation

Highly Effective = 4  
Effective = 3  
Ineffective = 2  
Highly Ineffective = 1

Meeting 1: 3.46  
Meeting 2: 3.06  
Meeting 3: 3.39  
Meeting 4: 3.43  
Meeting 5: 3.7  
Overall Rating: 3.4

Diversity
Recommendations

• Committee members developed and prioritized recommendations

• Work was done in sub-committees and whole group

• Additional considerations/input was gathered to ensure that every voice was heard and ideas considered
Immediate Actions

• Student Voice Integrated into High School Advisory

• Cultural Proficiency Liaisons and Equity Specialists Support Student Voice

• Student Voice Circle Facilitation Training

• HCPSS Schools Partnering with Other Culturally Diverse Schools - 9th Grade English Pilot Program
Immediation Actions

• Revise Student Service Learning

• Policy 8050: Teaching Controversial Issues Professional Learning

• Partner with HCBUs - HCPSS Career Pathways in addition to Teaching

• Equitable and Consistent Hiring Practices
Next Steps

• Remaining Recommendations for Action

• Cultural Proficiency and Equity Advisory Group Invitation

• Board update during 2016-17 school year
Last Word
Tommy Na & Bryson Tullis

STUDENT VOICES

Diversity
Questions