



**MONROE COUNTY**  
COMMUNITY SCHOOL CORPORATION  
ENGAGE. EMPOWER. EDUCATE.

## **Building Culturally Responsive Schools Summary Report**

Our students strengthen our schools with their diverse cultural backgrounds, talents, and unique perspectives. Over half of MCCSC students are represented on at least two dimensions of diversity – Race & Ethnicity; English Language Learners; Students with Disabilities; or Socio-Economic Status.

We know that in schools that are culturally responsive, every student has *equitable* and *inclusive* opportunities to achieve educational success.

Our mission is to provide systemic and intentional support for students - while embracing background, culture, language, experience, and history – that will provide those opportunities.

Beginning in 2016, the MCCSC formed a Cultural Responsivity Corporation Leadership Team (CRDLT) in order to address systemic issues that resulted in disproportionality in special education. The team was also tasked with developing focus objectives and professional development in order to achieve that goal.

### **2016**

#### **2016 MCCSC Focus Objectives**

1. Creating a culturally responsive school climate to facilitate learning and equity for all students.
2. Reducing racial and ethnic disparities of academic achievement & discipline referrals.
3. Increasing diversity among staff and leadership.

#### **Professional Development**

Beginning in 2016, the CRDLT identified ongoing professional learning topics in the areas of Self-Awareness, Implicit Bias, Power & Privilege, Critical Literacy, and Culturally Responsive Classrooms. Professional development began to center around those topics for staff, beginning with building administrators. The CRDLT met regularly, with support from Dr. Gwen Kelley of the Children's Policy and Law Initiative in team meetings. Dr. Renae Azziz also offered support on planning and data analysis. Work included:

- A full day professional development led by Dr. Renae Azziz on 'Culturally Responsive Practice' that included examination of cultural biases, data and implications for student achievement.
- The completion of *The Intercultural Development Inventory*, a nationally recognized assessment that measures an individual's level of cultural competency, by over 50 administrators. Follow-up for each with areas of focus was also provided by Dr. Azziz.
- The Great Lakes Equity Center provided a workshop titled 'Assessing Equitable Practices in Schools and Classrooms' and training on cultural competency and sustaining safe and inclusive learning environments for all students by the Great Lakes Equity Center.
- The November 2016 Corporation-Wide Professional Development Day was centered around the theme of "Meeting the Needs of All Students". The keynote speaker was Dr. Tyrone Howard, Associate Dean for Equity & Inclusion at UCLA. Dr. Howard's presentation to all faculty "Closing the Achievement Gap: Why Race and Culture Matter in America's Schools" set the stage for the work to follow with all staff.



**MONROE COUNTY**  
COMMUNITY SCHOOL CORPORATION  
ENGAGE. EMPOWER. EDUCATE.

- Other presentations that day included a panel presented by PRISM with a group of LGBTQ+ youth on gender identity, sexual orientation, and cultural sensitive awareness.
- Dr. Seena Skelton from the Great Lakes Equity Center, and over 40 other presenters who addressed topics related to race/ethnicity, LGBTQ, English learners, students with disabilities, and effective literacy strategies.

### **School-Level Activities**

In 2016 every school developed a Cultural Responsivity Team to assist principals in implementing on-going monthly staff trainings on various cultural competence related topics. Some of the activities included:

- Training focused on implicit bias and culturally responsive classroom management to a group of 36 Cultural Responsivity Team representatives from all schools in K-12.
- North High School worked with Community Justice and Mediation Center and diverse representation of the student body to discuss ways to make the school more inclusive of everyone. From those discussions, an advisory committee of student representatives was developed to provide input reflecting diverse perspectives to the student council. Throughout the 2016-2017 and 2017-2018 school years Ms. Shana Ritter has served as an equity consultant in support of the North team.
- South High School created a Community Leadership Building student group that met regularly to discuss community and acceptance in school and the community.

### **Capacity & Resource Building**

- CRDLT built a comprehensive data dashboard to allow the team and each school to regularly monitor discipline data and reflect on inequitable practices to address disproportionality among student groups.
- CRDLT met regularly to review discipline data and discuss disproportionality to ensure equitable practices for all student groups, and how to address our own cultural biases in relation to disciplinary practices.
- CRDLT continues to expand sharable diversity resources (paper and online) for staff, students, and families.

## **2017**

Dr. DeMuth formed the District Advisory Team (now the Equity, Access and Opportunity Steering Committee), inviting community members, parents, and stakeholders to work with us to move forward in our mission of creating equity and inclusion for all students. First meeting with Diversity Advisory Team was held on March,1 2017 at 6:00 p.m.

In 2017, a new part-time position of Coordinator of Diversity Opportunities was created. Mr. Julius Hanks assumed that position in August 2017.

### **Focused Contextual Interviews**

#### **July 2017**

- Dr. Terrence Harewood – Associate Professor of Teacher Education, University of Indianapolis held focused interviews with community members, building level, and corporation-level leadership to examine beliefs, needs and direction for further work.



**MONROE COUNTY**  
COMMUNITY SCHOOL CORPORATION  
ENGAGE. EMPOWER. EDUCATE.

### **MCCSC Opening day professional development (3-hour sessions)**

#### **August 7-8**

- Dr. Derek Greenfield was the keynote speaker for all MCCSC teachers, administrators, and transportation services on Promoting Diversity, Cultural Competence, and Inclusive Excellence: Reaching and Teaching Today's Students.

### **Equity Leaders Institute: Leading Equity-Oriented School Transformation**

#### **September 5-6**

- MCCSC Coordinator of Diversity Opportunities & one teacher attended the 3-day professional development workshop hosted by the Midwest and Plains Equity Assistance Center.

### **Corporation Cultural Responsivity Team training: "Achieving Inclusive Excellence"**

#### **September 7-8**

- Dr. Terrence Harewood and Dr. Renae Azziz led a 1½ -day co-design workshop with community members, building level, and corporation level leadership.

### **Corporation-wide PD Day- Cultivating Equity-Oriented Education Leaders: Inclusive Practices**

- Julius Hanks – MCCSC Coordinator of Diversity Opportunities provided two 1-hour professional development breakout sessions for elementary & secondary educators at both fall and spring corporation-wide professional development days.

### **Cultural Responsivity Team Reviews**

#### **December 2017**

- In December Mr. Julius Hanks – MCCSC Coordinator of Diversity Opportunities conducted a 20 to 45-minute review of each school's Culturally Responsivity Teams with each building principal.

### **Equity, Access, and Opportunity Steering Committee (established in December 2017)**

- In December of 2017 the Corporation Advisory Team was reconvened and reestablished as the Equity, Access and Opportunity Steering Committee. The twelve-person group of diverse administrators, parents, and community members meet quarterly to advise, suggest, support, and report views of the local community and to provide guidance to the corporation on equity and diversity across the corporation.

## **2018**

### **Table Talk Series on Equity**

#### **January – April 2018**

- MCCSC held several 60 to 90-minute community conversation series from various topics centered around: Equity, Access, and Inclusion; Special Education; Support for English Learners, Early Childhood Services, High Ability, and the Opioid Crisis.

In August, the position of Equity and Inclusion Coordinator was increased to full-time with Mr. Rafi Hasan taking on the position. His initial work has focused on meeting with



principals, Equity Team members, as well as conducting building and corporation-level training.

The monthly Administrative Council meeting with central office and all building principals has incorporating a standing agenda item of *Equity (Becoming a Culturally Competent Corporation)* at each meeting.

### **Curriculum Audits & Adoptions January and ongoing**

- In response to a concern that a community member alerted us to, corporation began to examine the 2016 social studies adopted curriculum. Under the guidance and direction of the superintendent, the Office for Curriculum and Instruction used the Curricular Bias Assessment tool from the Midwest Equity Center to audit the elementary social studies adoption, as well as creating a curriculum audit process for future adoptions. One priority of our recent resource adoption was focused on equity oriented curricular materials. This requirement was built into our RFP.

### **Midwest & Plains Equity Assistance Center (MAP) Video Consultation April 2018**

- The MAP Center led a video consultation with all building and corporation instructional coaches and curriculum and instruction staff providing guidance with the MAP Center's Anti-Bias in Standards and Curricular Materials Tools

### **2018-19 Equity Priorities**

#### **Midwest & Plains Equity Assistance Center Partnership (ongoing support)**

- Assist corporation leaders in identifying and assessing curricula selection policies, processes, and practices.
- Support the corporation's Equity, Access, & Steering committee
- Provide targeted tools and resources focused on equity-oriented leadership practices for corporation leaders

### **Supports for Principals, Teachers & Students**

#### **New Employee Introductory Diversity & Equity Orientation Training**

##### **August 2, 2018**

- An introductory training that introduces and examines equity, diversity, and implicit bias so that educators can better recognize and understand how implicit bias impacts the learning experience.
- Several follow up training sessions have been provided to new employees.

### **ALL MCCSC Training**

#### **(planning underway for fall implementation)**

- Beginning fall 2018 - All teachers and administrators will receive school level, ongoing training on equity and diversity.
- August 2018 - All members of the Transportation department participated in equity training in introductory bias prevention.
- TBD - Additional employee groups may also participate in introductory equity and diversity training.



**MONROE COUNTY**  
COMMUNITY SCHOOL CORPORATION  
ENGAGE. EMPOWER. EDUCATE.

### **Written Guidelines for Cultural Responsivity Teams (CRT) (in process- newly named School Equity Teams)**

- Corporation-wide document that will provide more structure and guidance to corporation CRT teams.
- Document contains: roles and responsibilities, planning templates, timelines, expectations and guidelines for schools and CR teams in MCCSC.

### **2018 Equity Leaders Institute September 26-27, 2018**

- MCCSC sent a team to this two-day training on equity and diversity.
- Equity in Action: Transforming Education Systems through Democratic, Critical, and Contextual Inquiry
- Equity Leaders Institutes are transformative two-day learning experiences intended to increase participants' capacities to advance and sustain equitable practices in teaching and learning.

### **MCCSC Equity Action Plan Beginning summer 2018**

- The curriculum office is developing an Academic Plan that will also encompass key components of an equity action plan. Equity will be one of 5 pillars subsumed within the corporation Academic Plan. The focus will be on student achievement and learning as an equity matter that requires strategic effort.

### **Social Emotional Learning Fall 2018**

- SEL instruction has been designed to include student lessons on diversity and tolerance. MCCSC was awarded a Lilly grant to support and promote Social Emotional Learning.

### **Equity Team Training October 24, 2018**

- Members of the school's equity teams participated in part-one of a two part mini-retreat facilitated by Dr. Maresa Murray, Clinical Associate Professor and Director of Undergraduate Education at Indiana University's School of Public Health. Follow-up training will occur with Dr. Murray on November 6, 2018, during the corporation-wide Professional Development Day.

The INSITE Project currently in development through Indiana University and the ED-FI Initiative will also be a valuable tool that, when available, will allow us to see data quickly on a variety of measures- including discipline - and use it to inform decisions. In the meantime, MCCSC staff are continuing to use our custom tableau dashboard generated by the IS Department to monitor disproportionality.