



EQUITY & DIVERSITY

HILLIARD CITY SCHOOLS

3-Year Strategic Action Plan Overview

April 2021



Curriculum

Goals:

Goal 1: Revise K-12 ELA resources to include multiple cultural perspectives

Goal 2: Develop process for reviewing current curriculum maps

Goal 3: Foster an inclusive environment for all students and staff

Action Steps:

- Audit of current books at all grade levels
- Establish procedures for purchasing diverse books for Media Centers (K-12)
- Create and implement a district wide graphic organizer for staff to use as a guide on selecting books
- Create a curriculum revision process and schedule
- Consistently revise specified curriculum to support inclusive theories and practices
- Create “look-fors” of an inclusive classroom
- Increase collaboration among Professional Development and Curriculum teams focused on the development of an all-inclusive curriculum.
- Continue to support teachers as they implement and foster an inclusive environment for all
- Communicate progress to parents and board on a regular basis

Evidence of Progress:

- Updated class-wide Text List (K-12)
- Expansion of diverse resources in all K-6 Innovation & Discovery Centers as well as 7-12 Media Centers
- District graphic organizer
- Schedule of curriculum revision
- Creation of district wide inclusive classrooms “look-fors”
- Scope and sequence/Timeline of staff training



Professional Development

Goals:

Goal 1: Mandatory training for Administrators and Principals.

Goal 2: Mandatory training for staff (Certified & Classified) during contractual time

Goal 3: Community Outreach

Action Steps:

- Engage administrators and staff in meaningful conversations of depth allowing for grappling and internalization of the information and transfer to their day-to-day work.
- Utilize small group discussions that allow for personal growth and discovery with a commitment to stay engaged in the conversation.
- Provide ongoing professional development with minimal time between opportunities. Impersonal and infrequent “One & Done” professional development opportunities should be avoided.
- Prepare administrators to support staff and families as more inclusive content and practices are implemented.
- Provide community forums that dive deeper into the Board Resolution on Anti-Racism including evidence-based rationale, with the intent to create environments that are equitable and free of biased based behaviors.
- Cultivate community relationships by creating an accessible list of community partnerships available to support diversity, equity, and inclusion work/events
- Begin planning for annual community event with community partners - educating & celebrating our differences

Evidence of Progress:

- Participation in required professional development
- Staff surveys
- Panorama student and staff survey data
- Participation in and feedback from community events



Discipline/Policy

Goals:

Goal 1: Update the Student Handbook to specifically address racism and racist incidences

Goal 2: Establish Student Reporting & Incident Tracking System (“Hotline”)

Goal 3: Create Staff Code of Conduct with Accountability System

Goal 4: Expand Restorative Practices to Ensure Equitable Discipline Practices

Action Steps:

- Hold Quarterly meetings with members of the handbook committee
- Add language to handbook to detail examples of racism that are unacceptable within student code of conduct and student “rights”
- Add Equity and Diversity Board Committee representation to the Handbook Committee in order to ensure that an equity lens is kept in mind.
- Establish protocol for addressing racial incidents (similar to bullying protocols), including steps that will be taken by staff to address the incident
- Add language to handbook to direct students on how to report racial incidents
- Review current handbook policies of infractions and amend or remove those that disproportionately affect/punish students of color or historically marginalized populations (e.g., hair/head covering policies)
- Develop and/or revise current bullying form to encompass a broader definition of harassment and/or discrimination
- Communicate changes to the reporting form to students and parents and make it more accessible and easier to find
- Partner with HEA/OAPSE to develop a more robust tracking/accountability system for incidents reported about staff members
- Develop partnership between HR & HEA/OAPSE to begin conversations about the future development of a staff code of conduct
- Review/Audit specified district policy that perpetuates systemic racism
- Review and revise current nondiscrimination policy
- Analyze student data on disproportionality and student discipline

- Continued research into restorative practices and determine what steps HCSD needs to take to expand in our district
- Implement Restorative Practice training for staff
- Establish restorative practices to coincide with disciplinary actions for specified student infractions that are clearly and objectively defined and that can be consistently and equitably enforced

Evidence of Progress:

- Panorama Equity and Diversity Survey Results
- Creation of reporting form/system with formalized plan for implementation
- Data collection from reported incidents
- Staff code of conduct
- Restorative Practices framework developed for staff use
- Reduced rates of discipline
- Communication to students and families



Hiring

Goals:

To increase the number of BIPOC (Black, Indigenous, and People of Color) teachers and teachers from underrepresented groups so that the employees of Hilliard City Schools are representative of the students and families in Hilliard City Schools.

Goal 1: “Grow Our Own” BIPOC teachers and teachers from underrepresented groups from our currently employed classified staff

Goal 2: “Grow Our Own” BIPOC teachers and teachers from underrepresented groups from our current HCSD students

Goal 3: Recruit BIPOC and underrepresented educators to work in Hilliard City Schools

Goal 4: Ensure Hilliard City Schools is an inclusive place to work

Action Steps:

- Offer tuition reimbursement (through grant)
- Partner with local colleges
- Mentor current HCSD BIPOC students and students from underrepresented groups so they pursue education when they go to college
- Recruit students of color for Academy EDU
- Develop a statement of Hiring that is visible to all that Hilliard is inclusive and values diversity
- Audit current hiring application & process looking through the lens of diversity & inclusivity
- Recruit at Historically Black Colleges
- Retain and support current BIPOC and underrepresented staff through mentorships
- Partner with the local community leaders
- Brand Hilliard City Schools as an inclusive place to work
- Expand visibility of openings on multiple hiring platforms

- Increase community understanding of the benefit for all students of diversifying the education profession

Evidence of Progress:

- Data from grant
- Names of colleges participating
- Keep track of number of BIPOC students who participate in Academy EDU
- Active recruitment process
- Inclusive hiring statement, questions candidates are asked
- Number of job fairs attended/number of contacts made at job fairs
- Increased number of applications from Historically Black Colleges and Universities
- Specific sessions for new BIPOC hires
- Website language is more inclusive
- Social media posts to promote hiring of diverse candidates
- Speakers' Bureau (Community Forums)
- Q & A Night with professionals