

Executive Director of Equity, Inclusion, and Diversity – Time Task Plan

On June 22, 2020 the WDMCS Board approved the following 6-point plan to help drive equity, inclusion, and diversity within the school district. This 6-point plan has been integrated into the following time task plan to ensure that the work of the Executive Director of Equity, Inclusion, and Diversity is both strategic and intentional. The time task plan will be adjusted throughout the year to fit the needs of the district.

1. Schedule anti-racist listening sessions in person, online, and anonymous feedback for students, families, and staff.
2. Hire a full-time WDMCS Equity Director that has a rich set of diverse experiences and a clear understanding of issues around racial inequalities.
3. Engage in learning at board workshops and discuss race.
4. Create an advisory group of students, families and staff to review data and guide our efforts.
5. Board and leadership will engage in equity audits and data deep dives to identify barriers to opportunity for students of color.
6. Review and evaluate the culture and tone of the necessity of SROs in WDMCS.

Objectives (Tasks)	Major Activities	Aug-Oct 2020	Nov-Jan 2021	Feb-April 2021	May-July 2021
Goal 1: Hire a full-time WDMCS Executive Director of Equity, Inclusion and Diversity					
Objective A: Post and promote open Executive Director position. Conduct search for someone with a rich set of diverse experiences and a clear understanding of issues around racial inequalities.	Activity 1: Select diverse search committee <i>(Complete)</i>	✓			
	Activity 2: Draft and create position description <i>(Complete)</i>	✓			
	Activity 3: Post and promote position <i>(Complete)</i>	✓			
	Activity 4: Interview and issue contract for Executive Director <i>(Complete)</i>	✓			
	Activity 5: Executive Director will create and rollout draft of 30-day plan at School Board meeting on Monday, August 10 th . <i>(Complete)</i>	✓			
Goal 2: Schedule anti-racist listen sessions in person, online, and anonymous feedback for students, families, and staff.					
Objective B: Schedule four virtual listening sessions to gather feedback.	Activity 1: Schedule and conduct multiple listening sessions to collect feedback from various stakeholders. <i>(In-progress)</i>	✓	✓		
	Activity 2: Executive Director will look at data/feedback already collected within the direction to add to knowledge base. <i>(In-progress)</i>	✓			
	Activity 3: Executive Director will compile data collected from listening sessions to inform plan of action moving forward. <i>(In-progress)</i>	✓			
Goal 3: Engage in learning at board workshops and discuss race.					

Objective C: Meet with board members to get a baseline of where they are in terms of equity and inclusion. Gather data to inform future training and educational objectives.	Activity 1: Meet with members of the board to discuss learning/educational gaps. Question(s): What training has already been provided? What more training is needed? How can we expand the board’s capacity around equity using other learning modalities? Where has the board seen a need for more capacity building around diversity, equity, and inclusion within the district? What are we doing well and in what areas of equity are we showing growth? <i>(In-progress)</i>	✓			
	Activity 2: Executive Director will compile data collected from listening sessions with members of the board to inform planning around future workshops and discussion pertaining to race and equity at the board level. <i>(In-progress)</i>	✓			
	Activity 3: Execute training and educational opportunities during each quarter around equity at the board level (or as requested).		✓	✓	✓
Objective D: Board and leadership will engage in equity audits and data deep dives to identify barriers to opportunities for students of color.	Activity 1: Executive Director will collect and share data around equity within the district to the board and leadership. <i>(In-progress)</i>	✓			
	Activity 2: Together the Executive Director, Board, and leadership will look at the data presented to identify barriers to opportunities for students of color.		✓		
	Activity 3: The Executive Director will create a plan of action to address the barriers identified by the Board and leadership, and share it with the board and leadership for approval.		✓		
	Activity 4: Executive Director will begin to implement solutions that will address barriers identified by the board.			✓	
Goal 4: Create an advisory group of students, families and staff to review data and guide our efforts					
Objective E: Establish a diverse advisory group to assist in moving equity forward within the WDSCS.	Activity 1: Meet with student leaders, athletic personnel, community members, parents, and other stakeholders to hear their experiences, build relationships, and get a better understanding of the direction the district should be moving. Question(s): What is the culture within the district around equity? What sort of challenges have you personally faced? In what ways do you think we can do better? What are your expectations for the Executive Director? In what ways are you willing to partner to face these challenges? What are we doing well and in what areas of equity are we showing growth? <i>(In-progress)</i>	✓			
	Activity 2: Select a diverse group of stakeholders to be a part of Executive Director’s Advisory Group. <i>(In-progress)</i>	✓			
	Activity 3: Begin regularly meeting with Advisory Group. Advisory group will work with Executive Director to do a deep dive into the district’s data, help drive the direction forward, and assist Executive Director in connecting with various stakeholders.		✓	✓	✓
	Activity 4: Provide continuous training and outreach to staff and other key stakeholders and groups around equity work.		✓	✓	✓
	Activity 1: Executive Director will collect data/information around SROs in WDMC and begin an initial deep dive. <i>(In-progress)</i>	✓			

Objective F: Review and evaluate the culture and tone of the necessity of SROs in WDMCS.				
	Activity 2: Executive Director will present data/information to the Advisory Group.		✓	
	Activity 3: The Advisory Group will evaluate the culture and tone of the necessity of SROs.		✓	
	Activity 4: The Advisory Group will make a recommendation to the board regarding the necessity of SROs in WDMCS.			✓