





Snapshot of DEI Work

Current Projects (2024-25 school year)

Project	Focus Area(s)	Status	Supporting Documents
DEIAC	<ul style="list-style-type: none"> ● Digital Community Board - One focus of this project will be to develop an accessible and comprehensive clearinghouse for resources for parents and caregivers. We also want to showcase students and their cultures to honor the diversity within our community. ● Interviews/Student Voice - We want to talk to students to amplify their voices and gain insights into their experiences, with a focus on students who have identities that have historically been marginalized. 	<p>Collaborating with the Communications team to support these projects.</p> <p>Team leaders from DEIAC (Chris Brown, Beth Brauer) helping with meetings, preliminary plans.</p>	<ul style="list-style-type: none"> ☰ Notes - DEIAC- community bo... ✚ Community Resources & Events ☰ MARCH 2025 - Create slides for schools ☰ Student spotlight proposal
Multilingual Learners	<ul style="list-style-type: none"> ● Evaluation of current programming ● Development of action plan ● Guidance for grading ML students 	<p>Shared grading guidance draft with K-12 leaders on 1/27, will meet ML team to further develop</p> <p>Collecting data on how many students are receiving direct services vs how many need direct services but aren't getting them</p> <p>Integrating ML supports into MTSS framework</p>	<ul style="list-style-type: none"> ✕ Language Assistance Program... ☰ ML action plan 24-25 ☰ Draft guidance - Multilingual ...
Youth Participatory Action Research Project (YPAR) - Partnership with MSU	<ul style="list-style-type: none"> ● Spring 2025 - Provide training for teachers ● Fall/Winter 2025-26 - Implement YPAR with OHS students 	<p>Intro/planning meeting on 1/28 - 4 OHS teachers are participating</p> <p>10 learning sessions before June 2025</p>	<ul style="list-style-type: none"> ✚ YPAR Budget ☰ YPAR project overview

SEL Curriculum (K-4)	<ul style="list-style-type: none"> ● Initial implementation - Each classroom is expected to cover two units ● Data collection - Implementation process, student performance, teacher perception (working with Everyday Speech research team to develop surveys) 	<p>Developed implementation survey with Everyday Speech research team</p> <p>Teachers surveyed in February/March</p>	<ul style="list-style-type: none"> ☰ Everyday Speech - Implementatio... ☰ Everyday Speech - 2024-25 Imple...
District Equity Dashboard	<p>We are planning to build an "equity dashboard" to share publicly that is similar to this one from Farmington Public Schools. The purpose is to monitor the impact of our equity work. As we make progress toward our goals, we will see student performance trend upwards as a result of equitable instructional practices and innovative shifts in structures and systems.</p>	<p>DEIAC will review this preliminary dashboard, which is aligned with our equity plan's goals. Opportunity gaps exist within the groups that are singled out - economically disadvantaged students, Black or African American students, and students with IEPs.</p>	<ul style="list-style-type: none"> ☰ equity plan district dashboard
Incident Reporting	<p>Student-student incidents:</p> <ul style="list-style-type: none"> ● Trial process & form, gather feedback (Jan/Feb) ● Make adjustments (Feb/March) ● Plan for roll-out (March/April) 	<p>Working with Jody and Andre on this - will discuss at 1/27 K-12 meeting</p> <p>Will connect with HR about developing similar process for adult-adult incidents</p>	<p>"Accountability assignment" - cyberbullying at OHS (Cironi)</p> <ul style="list-style-type: none"> 📄 x_January 2024_incident rep...
Mental Health Supports	<ul style="list-style-type: none"> ● Improve administration process for BASC-3 BESS SEL screener ● Expand analysis and use of data 	<p>Partnering with Harvard GPL, Ingham ISD and MDHHS to:</p> <ul style="list-style-type: none"> ● Map processes for all schools (and then problem solve, streamline, etc.) ● Data analysis with help from ISD and our project consultant (esp. To look at student subgroups) ● Conduct focus groups with parents about communication from school re: student screener results ● 	<p>Process maps for elementary schools, Kinawa, Chippewa</p>

Library Collection Development	Update our process for developing our library collections (develop procedure to support BOE policy 5407 Instructional Program and Curriculum Development)	Developed plan to gather community feedback Reviewing our existing procedure and examples from other districts and organizations.	 Library policy - process outline
McKinney-Vento Liaison	Developing system for the district: <ul style="list-style-type: none"> ● Resources ● Training ● Partnerships ● Identification of students 	Created district hub for housing all resources/documents Working with our regional coordinator to ensure understanding of MV requirements and to obtain resources for families.	 McKinney-Vento Hub
Nokomis 3rd grade lessons	Collaborate with the Nokomis Cultural Heritage Center to develop inquiry-based Michigan history lessons for all third graders in the district, with a focus on the Anishinaabe people and their impact on the Okemos community. Strengthen partnership between Okemos Public Schools and Nokomis Cultural Heritage Center.	Nokomis providing three lessons per school this year (3rd grade)	 Native American Heritage Fu...
Culturally Responsive PBIS	Collaborate with Ingham ISD for support of SSAs/behavior teams and CRPBIS efforts in all schools.	Behavior TFI administered in each school. Ingham ISD consultant (Josh Cooper) working with SSAs	 OPS CRPBIS Handbook

Ongoing Projects

Project	Focus Area(s)	Status
District MTSS Committee	<p>Provide clarity for all parts of the MTSS systems - policies, practices, processes, responsibilities, etc.</p> <p>Provide coaching and consulting for each school/team.</p>	<ul style="list-style-type: none"> ☐ MTSS Meeting Updates 24-25 ☐ District MTSS Committee March 2025
Leadership Coaching & General Staff Support	<p>Support administrators through coaching and consulting as they integrate equitable and inclusive practices into their schools.</p> <p>Respond to staff questions / concerns related to DEI.</p>	<p>Provide problem solving and coaching at all schools and for each department.</p>
Community Advisory Groups	<p>Increase staff knowledge of different heritages and cultures. Acknowledge the experiences of our students and staff.</p>	<ul style="list-style-type: none"> ☰ Religious Observances FAQs <p>Two groups so far:</p> <ul style="list-style-type: none"> ● Arab Americans and Muslim Americans ● Jewish Americans
Mental Health - E3 Grant	<p>Provide ongoing district support to Child and Family Charities, E3 provider</p> <p>To communicate with OPS staff and families about E3 program</p>	<p>E3 clinic open at OHS</p>
Cultural Overviews (including religious observances)	<p>Provide content for district website</p> <p>Raise awareness of diverse identities, the OPS equity initiatives, and district policies and projects.</p> <p>Provide staff with information about cultural events that may impact our students</p>	<ul style="list-style-type: none"> ☰ 2024-25_Religious Observances ☰ February 2025 Cultural Overview ☰ MARCH 2025 ☰ Religious Observances FAQs
Woof Pack	<p>Support Woof Pack coordinator and team</p>	<p>https://www.okemoswoofpack.com/</p>