



Okemos Public Schools - DEI Update

February 27, 2023

Equity Plan Work Teams

Work Team	Projects	Next Steps
Authentic Selves & Relationships (AS&R)	Communication/Community Engagement <ul style="list-style-type: none">• Develop guidelines for communication• Support KickStart: Help families build networks Restorative Practices <ul style="list-style-type: none">• Educate this team about restorative practices• Develop plan and materials to build understanding of RP within community	Create a template for school announcements. Develop a list of “things to think about” when communicating with parents. Schedule RP training for the work team.
Culturally Responsive-Sustaining Education (CRSE)	School Culture & Climate <ul style="list-style-type: none">• Create and administer surveys of students, parents, staff to determine how culturally responsive our systems are• Analyze and use survey data to inform future projects	Develop a student survey that focuses on safety and respect, identities.
Instruction / Curriculum / Assessment	Inclusive and Diverse K-12 Curriculum <ul style="list-style-type: none">• Examine current practices (e.g. bias reviews, diverse books in libraries, etc.)• Identify strengths and areas for growth in current practices	Work team will learn about current practices and policies and discuss strengths/areas for growth.
Policies / Practices / Procedures	Hiring Practices & Process <ul style="list-style-type: none">• Develop recommendations for making the OPS hiring process more inclusive and equitable• Develop recommendations for incident reporting process (e.g. Title IX, racial harassment) <i>(Things like making sure the processes are confidential, people know how to access the process, people know what to expect in terms of timelines and outcomes)</i>	DEIAC will review the draft of hiring process recommendations on 3/15.

School Resource Officer Grant - Timeline

February	Establish SRO advisory group (OPS staff, Secure Education Consultants, M.H. Coggins & Associates, Veridus Group, Meridian Township Police)
	Share draft of program description
	Plan for community input (surveys, group feedback sessions)
March	Administer surveys
	Conduct affinity group feedback sessions at OHS
	Hold community Q&A sessions (Purpose: Provide overview of SRO position, gather feedback on expectations of role)
April	Analyze and share data
	Develop recommendation for BOE
	Present recommendation at 4/24 BOE meeting
May	BOE votes on recommendation at 5/08 meeting