



DEI Overview 2025-2026



Committee Structure

- Board of Education DEI Committee
- DEI Steering Committee
- Comprehensive 3 Year DEI Plan



Areas of Focus

- Increase sense of belonging
- Improve academic outcomes
- Decrease behavioral incidents

Academics: Multi-Tiered Systems of Support (MTSS)

- MTSS is a framework schools use to provide targeted support to struggling students.
- The goal of MTSS is to intervene early so students can catch up with their peers.
- It screens all students and aims to address academic and behavior challenges using a tiered approach to interventions.
 - Tier 1 Universal Instruction
 - Tier 2 Small intervention groups
 - Tier 3 Intensive targeted intervention in small groups
- MTSS Work Group: Examine System Bias



Sense of Belonging: Professional Development

- Expansion of Restorative Practices
- Belonging and Engagement Walks
- Equal Opportunity Schools
- "You Belong" Statements
- Implicit Bias



Partnerships





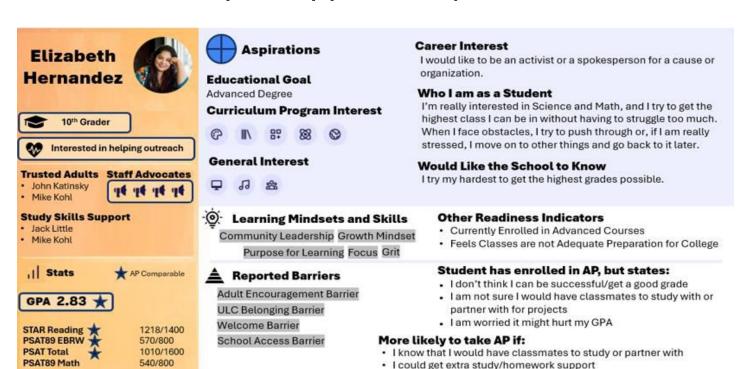








Equal Opportunity Schools



. I would have access to help from student who took the class before



Universal Instruction

- Develop lessons for all grades that address hate speech/inappropriate language
- Speak Up Training
- Develop lessons for special observance months



Family Engagement

- Access to interpreters
- Transportation to school sponsored events
- Engaging parents in hiring processes
- Introduce text messaging capabilities
- Focus group: parents of students with disabilities
- Parent Night



Policies/Procedures

- Implement revised harassment policy
- Develop a plan for progressive response to harassment behavior incidents
- Continue development of content for special observance months

Questions?