

Additional Recommendations

7. Hire a diversity consultant. A subject matter expert with experience in schools and education organization on issues around diversity, inclusion and global citizenship. This individual can help design and implement a comprehensive diversity and inclusion plan. This plan should also be integrated into the strategic planning process.

8. Hire parent/school liaisons for each building, especially in our Title 1 schools. This designated employee is based at school whose primary function is to connect the home and school in a positive, respectful and welcoming manner with culturally appropriate communications. This model can increase parent involvement which develops a true partnership between the school and parents. When parents are engaged, students make greater gains. This can reduce many of our cases that may lead to outside agencies and help reduce our achievement gap.

9. Develop a Parent Center - creating a space to give parents and the community an opportunity to effectively communicate with teachers, administrators and other parent when issues arise involving their children. Programming includes, Life skills training, Health/Wellness, Mentorship programs, Parenting classes, Fundraising, Parent Nights, (ELL Acquisition, culture and climate, school status, etc.)

Funding source: School Improvement Grants (SIG)

10. Hire an internal General Counsel, to engage in a preventative measures to reduce SMSD's exposure and liability from investigations, negative public relations and lawsuits by students, families, employees and taxpayers.

11. Develop an equity strategy in your Strategic Planning model which may include professional development, home visits, special interest, review discipline policy, mentoring programs, examine attendance, and assign mentors.

12. Diversity and Inclusion Communication - Communicate to community about initiatives within the District. Report to parents, students and staff regarding Dr. McKinney's role with D&I. Give D&I reports at Board Meeting, Site Council and PTSA meetings.

13. Recruit and Retain Diverse and Culturally Competent Administrators, Faculty and Staff. Continue to work with Human Resources in developing a retention and recruitment strategy for SMSD. It is imperative to add diversity training and development under Human Resources to monitor training goals and objectives of staff, faculty and Administrators