



BT Connect Meeting

DEI Audit Follow up

February 13, 2023



DEI and Human Resources

- Affirmative Action Officer
- Title IX Coordinator
- Anti Bullying Coordinator
- Equal Opportunity Employer (EOE)



Objectives for Tonight

Summarize the themes and recommendations from the DEI Audit.

Share our initial ideas for some ways to respond to the audit.

Collect feedback on the audit themes, audit recommendations and ideas for how to respond through discussion and share out.



Audit Metrics/Focus Areas

Focus groups and survey administered during the Spring of 2022

Focus Groups: 250 participants including 157 students

3,595 surveys completed across K-12 including students, staff, and community members

Focus Areas: Culture, Instructional practices, Curriculum/SEL Competencies

4 Themes Identified

1

Voice and
Decision Making

2

Sense of
Belonging and
Culture/Climate

3

Communication

4

Disproportionality/
Access

Theme 1: Voice and Decision Making

- ✓ Vocal stakeholders; create opportunities for less vocal stakeholder input
- ✓ Effective staff and administrator relationships
- ✓ Support for controversial issues
- ✓ More opportunities for staff interactions with Supervisors

Theme 2: Sense of Belonging/Culture

Highly invested parent community

Explore more opportunities to ease transition from Elementary to Middle School

Committed to Social Emotional Learning

HIB education and remediation strategies including training workshops for staff and students

Continue to address Stress and Mental Health for students

Inclusivity training

Theme 3: Communication

- ✓ Effective District-wide communication (Friday Folder)
- ✓ Accessible building administration and “open door” policy
- ✓ Easily accessible BOE meeting
- ✓ Student expectations K-12 are very clear
- ✓ Potential for “Communication Calendar”
- ✓ Look for more ways to increase caregiver involvement
- ✓ Continue to reflect on disciplinary follow up

Theme 4: Disproportionality/Access

Strong support program for struggling learners

Implement Restorative practices

Ease of access to technology

Look for ways to recruit more diverse staff

Look for ways to increase communication on disciplinary response/consequences

Reflect on ways to increase awareness of advanced level class opportunities for SE students

Possible Next Steps

- Increase community outreach through more BT Connect meetings on topics raised in Audit
- School based equity teams
- Comprehensive Equity Plan
- Student club review-access and representation
- Speaker series for students around awareness

Possible Next Steps

- Look at PD schedule to provide more time for “cross town” meetings with K-5 staff (Culture)
- Restorative Practice training for counseling staff and others; design classroom lessons
- Small group discussion on emotional intelligence and equity awareness
- Staff workshops and training along with monthly support from both district administration and outside consultants.



Discussion Questions

Are there areas you felt should have been addressed in the audit which were not? Explain.

Do you have experience with a theme to help inform follow up work? What is working well/needs improvement?

Were there any themes/takeaways which surprised you? Why?

What potential ideas might you have for follow up?