

Diversity Reflection and Action Plan

Diversity Responsive Schools Essential	Current status at your school? RATING = A, B,C,D,F	Action Plan
1. Multiple forms of data are continuously collected and used to monitor possible racial and ethnic differences in student achievement, disciplinary actions, access to learning opportunities and the composition of student learning groups.		
2. Teachers' professional development opportunities include diversity-rich content that is integral to the teaching of academic content.		
3. Students have access to rigorous academic content and the support they need to benefit from that access.		
4. There are well understood processes in place to fairly adjudicate school rules, identify perceived inequities and interpersonal conflict, and ensure that disciplinary policies and actions remove students from learning opportunities only as a last resort.		
5. Family and community engagement strategies are well-developed and give particular attention to engaging culturally and linguistically diverse families.		

6. The school's curriculum embodies opportunities to learn about different cultures and interact with students of different races and ethnicities while being adaptive to student experiences and preferences for learning.		
7. School policies and practices reflect a commitment to inclusiveness as well as respect for the values and strengths of diverse racial and ethnic groups.		
8. Efforts are made to recruit and retain a racially and ethnically diverse school staff.		
9. The school has processes in place to surface, discuss, and address issues related to students' race and ethnicity that may represent discrimination, ineffective practice or interpersonal conflict.		