Diversity Plans Overview:

In support of the Chancellor’s priorities to accelerate learning and instruction, advance equity and partner with communities, this funding will provide support and technical assistance to Community School Districts to implement a community engagement process, over the 2019 - 2020 school year that will result in a diversity plan for the district.

Goals/Outcomes

In order to develop a plan to create more meaningfully integrated, diverse and culturally responsive schools, the Districts Working Group and facilitators set out to accomplish the following goals:

- Listen, collect, and organize community concerns in order to influence the DOE’s diversity and integration initiatives.
- Provide support and enable schools to attract and serve a range of academic learners.
- Develop implementable recommendations that reflect community input.
- Use data and the best available evidence to inform our policy solutions.
- Remove barriers to access for students of color and low-income students.
- Ensure that the challenge of integrating schools does not fall disproportionately on students and families of color.
- Ensure that all admissions policies and processes are transparent, easy-to-navigate and equitable for all students, regardless of: racial background, cultural identity, socioeconomic status, home language, country of origin, immigration status, ability, special needs, religion, gender identity, gender expression, sexual orientation, housing status, and life experience.
- Build a base of engaged residents ready to advocate collectively for changes in education policy throughout the District(s).
- Provide a model for districtwide diversity plans for other school districts and communities across New York City.

Each community planning process will be successful if:

- A shared understanding of school integration is established.
- A path to integrating schools is charted.
- Student achievement, cultural responsiveness and community engagement is centered.
- Each district considers the strengths and areas of growth for the schools.
- There is alignment with Departments goals of advancing equity.
- Implementable recommendations that reflect community input are developed.
D28 Diversity Plan

Overview:
The D28 Diversity Plan is a community engagement and planning process to increase middle school diversity and academic outcomes in Community School District 28 (located in Queens, NY). The plan will ultimately include an expression of values and priorities that speak directly to District 28’s diverse residents and will articulate specific and actionable recommendations. The planning process will directly engage community members, use community input and feedback as the basis for recommendations, and synthesize data related to school diversity in a way that is digestible and transparent to the public.

Areas of Focus:
Areas of focus will be refined based on public workshop findings and on Working Group discussions -- they may include:

- Admissions Policies & Access to Information
- Equitable Resource Allocation (Equitable Access to Programs)
- Academic Excellence & Student Achievement
- Disproportionality
- School Capacity

Process Goals:
In addition to the overall goal of increasing school diversity in each of the districts, District 28 specifically hopes to achieve the following process goals:

- Increase access to D28 middle schools for all D28 students.
- Position student voice at the center of our work.
- Find new opportunities for social emotional learning, community building, and equitable resources for students across the district.
- Foster more inclusive and integrated middle schools.

Process & Schedule
In order to achieve the process goals, District 28 will be embarking on the following process.

Community Engagement
Four (4) rounds of community engagement will take place over the 2019-2020 school year. This process is based on key stages for community engagement, and therefore organized as follows:

1. Framing – Present data and talk about the multiple types of diversity, gather insights from community members that will give direction to initiatives and actions, understand community members’ priorities.
2. Project Themes, History & Best Practices – Understand challenges and opportunities unique to District 28, build themes based on insights from previous workshop.
3. Options – present draft recommendations, gather feedback.
4. Final Presentation -- Working Group presents recommendations based on the previous public workshops, presentation attendees will prioritize the recommendations, discuss next steps, and celebrate their community and collective work.
**Working Group:**

WXY will work with the DOE D28 office to form a Working Group comprised of stakeholders from across District 28 to guide the planning process and to hold the planning process accountable. The Working Group is responsible for generating interest in Public Workshops, reviewing and providing feedback on Workshop findings, and incorporating community input and findings into a plan framework and set of recommendations. WXY will establish Working Group Memorandum of Understanding (“MOU”), specifying Working Group member expectations and decision-making protocols, including voting on recommendations.

Below are the selection principles that all involved parties will use to guide Working Group formation:

*District Geography* - The “district’ covers a large geographic area with several distinct neighborhoods and communities. The selection of Working Group members seeks to be representative of school communities, students, and families across the district.

*Experience Working on Issues of Diversity, Equity and Integration* - The selection of Working Group members seeks to engage individuals, organizations, and school community members who have been previously engaged in advancing equity and integration.

*Local to the District* – The selection of Working Group members seeks to engage individuals, organizations and school community members rooted in the district. The work of citywide organizations and coalitions will serve as important assets to the community planning process and will be incorporated through other mechanisms.

*Diverse Representation* - The selection of Working Group members seeks to include members of the school community across a wide range of races, ethnicities, cultural identities, abilities, educational backgrounds, incomes, languages and life experiences.

*Anchored in History* – Commitment to utilize history and the best possible research available as a tool to anchor and understand our current context and create future policies.

**Outcomes**

Community-driven processes allow community members to drive the outcomes. Based on previous community-driven diversity plans, some possible outcomes might include recommendations related to:

- Equitable access, admissions policy, resources allocation, and efforts to build academic excellence across all schools
- Culturally responsive curriculum and programming for students, parents, and school staff
- Evaluation and accountability systems to ensure progress towards school integration

The outcomes listed above are only examples, and the process aims to develop innovative and collective solutions. The D28 community-driven process will encourage dialogue that can yield outcomes that have not yet been determined and are a product of collective participatory efforts.