

## **Inclusiveness, Diversity and Equity (IDE) in BASD Update - July 14, 2020**

As discussed in prior updates, Mike Baughman and Michelle Simpson participated in several workshops and trainings regarding Inclusiveness, Diversity and Equity (IDE) with Dr. Saylor over the past year. They have been meeting regularly to create and develop plans as we move forward.. On Thursday, July 9, Mr Baughman, Mrs, Simpson and I met to discuss various aspects of our IDE and our leadership plans. The talking points and ideas are based on the information and trainings that they both received over this past year. A summary of those talking points, ideas and immediate steps can be found here:

<https://docs.google.com/document/d/111BcZ9mrXPY7i7UzXgYpkkCxjgNI1JiWmpTtKgQj3Ng/edit>

### Process (Proposed Timeline)

1. Formation of the IDE Committee: August - September 2020
  - a. Establish/create mission and vision of the committee
  - b. Establish/create belief statements
  - c. Establish/create goals of the committee
  - d. Review current research and best practices
  
2. Data Collection and Review (included, but not limited to): October - December 2020
  - a. Demographic - students, staff
  - b. Educational - discipline, achievement, etc.
  - c. Curriculum (what we teach explicitly and implicitly), Instruction (how we teach it) and Assessment (how do we know if students learned it, grading, etc.) - staff
  - d. Perception - students, staff and community
  - e. Surveys - students, staff and community
  
3. Needs Assessment - comprehensive analysis of data, research and prioritization:  
January - February 2021
  
4. Development of Action Plans and recommendations to be made to the Board:  
February - April 2021
  
5. Recommendations approved by the Board and begin implementation of Action Plans:  
May 2021 and forward

### Other considerations for the committee, community and Board

- Effective, timely and accurate communication
- Marketing and branding
- Incorporation of outcomes into the District's Comprehensive Plan

