

District Diversity Team

Revisions and edits have been made and approved over the last year:

[Talawanda District Diversity Plan](#)

[\(updated Fall 2021\)](#)

(1) Maintain a diversity leadership team to administer the ongoing planning, implementation, and evaluation of the district's diversity actions.

District team is in its second year and has added members as well as created terms and additional roles within our group.

(2) Recruit, hire, and retain diverse teachers, administrators, and staff.

District Committee is currently working on developing a new series of screeners as well as making connections with resources at Miami University for hiring and retention.

(3) Increase the cultural proficiency of all teachers, administrators, and staff.

District committee members have pulled resources from a variety of sources to develop a “catalog” for Professional Development.

Professional Development has been introduced that directly connects to the areas within the new teacher evaluation system.

(4) Increase outreach for the purpose of community engagement with parent/caregivers and community members of diverse backgrounds.

Current goal of making all district communication and forms accessible in additional languages.

Ongoing work to develop catalog of resources for new families in the district.

(5) Foster student engagement with the diversity-change process.

There has been a push to include all Talawanda students (grades K-12) in leadership roles and provide opportunities to be active participants in their learning around all areas of diversity.

Next Steps...

For the March Board of Education Meeting, we will showcase current work on the plan as well as the changes implemented since new plan was adopted.