

FULLERTON SCHOOL DISTRICT

Cultivating Diversity Equity and Inclusion Pathway

GOAL:

To build awareness of culturally responsive leadership and shared understanding of Diversity, Equity, and Inclusion.



1. Racial, Cultural, and Gender Awareness

- Recognize and celebrate that there are both differences and similarities in our communities
- Build empathy, respect, understanding and connection
- Mirror student experiences in content and integrate multiple perspectives to enhance course rigor and critical thinking
- Identify values that influence students in making decisions and choices, and building perceptions and attitudes about themselves and others



2. Inclusive & Equitable Practices

- Begin the process of introducing the district and the sites to culturally relevant teaching and instruction practices
- Provide FSD DEI framework to all school counselors to provide awareness and knowledge of DEI lens
- Build self-esteem, self-confidence, aspirations, motivation, and effort expended in various aspects of life
- Develop perspective-taking to help students see the world from others' points of view

PURPOSE:

Building awareness through developing a culturally responsive leadership lens throughout the organization.



3. Asset-Based Approaches

- Recognize and value diversity in thought and practice
- Build empathy, respect, understanding and connection
- Using solution focused counseling practices to identify solutions in working with students by focusing on positive assets
- Develop a mechanism for cultivating a pathway for DEI to exist within the organization



4. Culturally Responsive Instruction

- Demonstrate cultural awareness of self and others by creating safe spaces
- Integrate various practices of storytelling, restorative practices, and other mediums for deeper learning to support broader understanding of content
- Integrate multiple perspectives to enhance course rigor and critical thinking
- Developing strong instructional practices to support teachers in culturally-responsive SEL practices

Fullerton School District Path of Process Timeline

Year 1: 2021-2022

GOAL: To build awareness of culturally responsive leadership and shared understanding of Diversity, Equity, and Inclusion

PURPOSE: Building awareness through developing a culturally responsive leadership lens throughout the organization



 Create the Mirrors & Windows monthly newsletter to support teachers and administrators in establishing an awareness culturally responsive practices

Awareness • Provided resources for teachers to recognize and celebrate historic cultural moments to build empathy, respect, understanding and connection



Practices

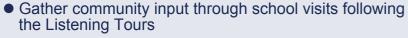
 Develop a district wide Framework for Cultivating Diversity, Equity and Inclusion to guide the district's

 Develop an inter-departmental DEI task force to assist in developing best practices and problem solving



Approaches

 Develop a DEI Committee comprised of parents, educators, and community members to support topics/ events centered on equity, community, and inclusion





Instruction

 Provide professional development for principals on Culturally Responsive Instruction through book studies

 Support teachers in SEL practices that were culturally responsive





Year 2: 2022-2023

GOAL: Develop a path of process as support to the district departments and school sites



 Develop a DEI web page to enhance transparency of DEI work across the District

 Use the FSD Framework for Cultivating Diversity, Equity and Inclusion to engage in dialogue that moves conversations towards asset building



Practices

 Create restorative discipline practices at school sites to reduce out of classroom conflict and in the classroom to increase community building





 Promote skills that develop a growth mindset and selfawareness by creating a family inclusion parent sessions/series to maintain efforts of cultivating DEI

Approaches Implemente monthly in-service centering on DEI for all levels of the organization



 Develop a path of engagement that centers the DEI work for all school sites

 Embed the DEI framework into counselor and psychologists work to continue support for teachers

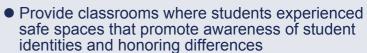
Year 3: 2023-2024

GOAL: To normalize the integration of DEI practices as common best practices across the school district; and continue the work to create and develop accessible and equitable practices for students and school communities to thrive

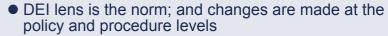


Institutionalize and leverage administrators' knowledge of DEI topics

levels of management, and Trustees



 Increase levels of depth in DEI skill building and PD for all stakeholders; administrators, classified, all

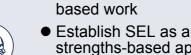




Approaches

Instruction

- Create opportunities for staff to learn about the community and neighborhood assets of our families
- Create opportunities for students, families and educators to co-construct more inclusive, studentcentered school environments



Continue to focus our paradigm and practice in asset-

