



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.

PURPOSE:

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



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



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



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



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



Awareness

- Create the Mirrors & Windows monthly newsletter to support teachers and administrators in establishing an awareness culturally responsive practices
- 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 work
- 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
- Gather community input through school visits following the Listening Tours



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



Awareness

- 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
- Introduce asset-centered framing and leadership and teaching in the daily work of all district management and teaching staff



Approaches

- Promote skills that develop a growth mindset and self-awareness by creating a family inclusion parent sessions/series to maintain efforts of cultivating DEI
- Implement monthly in-service centering on DEI for all levels of the organization



Instruction

- 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



Practices

- Increase levels of depth in DEI skill building and PD for all stakeholders; administrators, classified, all levels of management, and Trustees
- Institutionalize and leverage administrators' knowledge of DEI topics
- Provide classrooms where students experienced safe spaces that promote awareness of student identities and honoring differences
- DEI lens is the norm; and changes are made at the policy and procedure levels



Approaches

- 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, student-centered school environments



Instruction

- Continue to focus our paradigm and practice in asset-based work
- Establish SEL as a universal, strengths-based approach that affirms and promotes understanding of diverse identities, strengths, values, lived experiences, and cultures

