

May D&I Stakeholder Meeting Notes

Review of the Year

There were 23 people present for our Thursday, May 19th D&I Stakeholder Focus Group meeting. We began the meeting at 6:00 PM.

We began by going over the norms and goals for the meeting. We expressed that the goal of this meeting was to communicate what our program is and the 10 action items that came from our focus group meetings.

The meeting ended at 7:03, but we stayed after for casual conversation.

Some of the feedback given included:

- Possible removal of the word 'more' in Action Item #1
- Change the word 'more' to additional in Action Item #3
- December is very busy. Can we back the celebration to November and tie it into being "Thankful for the Celebration of Culture" (Action Item #9)
- If there is only 1 action item for #4, how much value is being placed on SEL in the Wylie Way?
- Can the employee spotlights be sent to the community instead of just the staff?
- How does being valued/belonging/accepted look like for families in the classroom, and how is this different for staff and students?
- Is build relationships with more colleges and universities and trade schools so that we can build pipelines to recruit future employees a practice that is standard across other districts or unique to Wylie ISD?
- How does Action Item #2 address recruiting diverse teachers that are already out of college?
- Does training for district administrators on being consistent in how we address, execute, and follow-up on discipline issues so that we have consistency across the district for D&I discipline issues or for general discipline issues?
- I love the idea of community members on recruiting team in Action Item #3, but it might be difficult to implement.
- Expanded mentor program sounds great with 2nd year and 5th year folks. Just be careful to not add another set of things to folks' plates.
- Whose values and what component of diversity are we trying to meet? These are the kind of plug words that throw some parents into a tail-spin.
- Action Items 7 and 8 seem to be the easiest and most important to implement going into the new year. They would go a long way into helping everyone feel safe.
- If the group continues, would it be possible for the entire group to meet each time? The group is much smaller than initially thought, and I believe it would be beneficial to all meet together.

Below are the 10 Action Items present:

- Create ongoing training for all administrators. The topic is how to make staff, students, and families feel like they belong, valued, and safe in our classrooms, and how to redirect conversations back to learning in a way that aligns with our values.
- Work to build deeper relationships with more colleges and universities and trade schools so that we can build pipelines to recruit future employees.

- Survey parents regarding contacts they have with colleges and universities so that we can build more relationships with potential employees, and possibly add community members to future recruitment teams.
- Increase community involvement through creating an 'Adopt-a-Teacher' program so that we are providing support to first and second-year teachers.
- Lead a "Why Wylie" campaign where we focus on spotlighting and sharing the stories of Wylie ISD staff, students, and families based around the questions, "Why did you choose Wylie?" and, "Why do you choose to stay in Wylie?"
- Create messaging/signage for all educators and staff that list, define, and give examples of what making others feel like they belong, valued, and safe looks like and feels like.
- Assist in creating training for district administrators on being consistent in how we address, execute, and follow-up on discipline issues so that we have consistency across the district.
- Assist in creating a plan for how we can communicate our discipline reporting policies and procedures and what the process looks like, from reporting, to investigations, to the follow-up with affected students, staff, and families.
- Educate and raise awareness of different cultures by hosting a Holidays Around the World after school gathering in December.
- Host a district-wide Culture Day in the Spring, highlighting and celebrating the different cultures that make up our school community.