

Ashland Middle School Equity, Diversity, and Inclusion Plan 2018-2019

Equity, Diversity, and Inclusion Statement

Ashland Middle School recognizes equity, diversity, and inclusion as pillars of excellence that are crucial to healthy people and healthy communities. We embrace and celebrate individual uniqueness, foster a culture of inclusion, and engage all individuals to help them thrive. We value equity, diversity, and inclusion as core strengths and essential elements of our public service mission.

Call to Action

- Make Ashland Middle School safe and welcoming for all
- Ensure that all students have equal access to quality education and programming
- Actively work to remove barriers to learning
- Work more effectively with all parents so that they can support their student's success

Definition of Terms

Diversity

Recognizing, accepting, and respecting each other's differences in race, ethnicity, gender identity, sexual orientation, socio-economic status, religious belief, political point of view, age, and physical, cognitive, and social ability.

Equity

Ensuring that all students have fair and appropriate access to education and opportunities without bias or favoritism.

Inclusion

The intentional acts of inviting participation of others, valuing everyone, and removing barriers so that all middle school stakeholders have the opportunity to be involved in school life.

Guiding Values

Access - All students and families will have access to information and educational opportunities.

Accountability - Systems of accountability will be in place to ensure that EDI work remains a priority.

Evidence Based Decision Making - This plan is based on evidence of problems with the current system and initiates actions that are evidence based.

Flexibility - Practices will be adjusted as necessary to meet the intended results.

Ownership of Responsibility - Change will be imbedded in middle school-wide and district-wide systems that involve all stakeholders to sustain the work.

Assumptions

- All students will benefit from a school environment where differences in race, ethnicity, gender identity, sexual orientation, socio-economic status, religious belief, political point of view, age, physical, cognitive, and social ability, or other differences are addressed with inclusion, acceptance, and respect.
- Changes made to address equity, diversity, and inclusion issues will have a positive impact on student achievement.
- Inclusion is multi-layer, complex issue that holds many meanings for people from different backgrounds and experiences.

- While conversations about diversity and inclusion can be difficult, it is always important to engage in those conversations, and to listen, seek to understand, ask questions, and work toward solutions that support success for all students.
- Each member of the AMS staff has a vital role in creating an atmosphere of openness, acceptance, safety, and the promotion of diversity and inclusion to achieve success for all students.

Goals and Results

Capacity Building

Goal 1: Improve the school climate at Ashland Middle School through education and understanding.

Leaders: Administration

Timeline: Fall 2018 and ongoing; in-service days, staff meetings, in classrooms

Results

- Staff and students will receive training in equity, diversity, inclusion, cultural agility, implicit bias, and hate speech.

Goal 2: Provide mentorship, counseling, and advocacy for all students.

Leader: Child Development Specialist

Timeline: Throughout 2018-2019 school year

Results

- Students will have identified safe person on campus (Child Development Specialist, one of three counseling interns, Student Advocate, ELL Teacher, Homeroom Teacher, Administrator, or School Nurse).
- Students who want or need extra social/emotional support will see a counseling intern on a regular basis.

Curriculum & Instruction

Goal 3: Strive to make curriculum, books, and materials culturally diverse and inclusive.

Leaders: Administration

Timeline: Winter 2018 and ongoing

Results

- An audit of curriculum and materials will be conducted.
- Staffing/training with teachers about why, why not, and/or how to teach material that is culturally sensitive.

Climate & Culture

Goal 4: Increase student and community awareness of Ashland Middle School's commitment to equity, diversity, and inclusion.

Leaders: Teacher-Leader Committee

Timeline: Fall and Winter 2018

Results

- The AMS EDI Plan will be published in English and Spanish
- A summary of the AMS EDI Plan will be referenced in the AMS Student/Parent Handbook

Goal 5: Decrease incidents of hate speech/actions by members of the AMS community and increase student and staff accountability for hate speech or related actions.

Leaders: Administration, Child Development Specialist, Teachers

Timeline: Fall 2018 and ongoing

Results

- Procedures and policies in the AMS Student/Parent Handbook will be updated.
- Administration/staff will educate students at the start of and throughout the school year.
- Staff will act immediately and effectively if they see/hear a hate speech/action.

Community Engagement

Goal 6: Ensure that all students are aware of and able to participate in academic programs and opportunities, school clubs, extra-curricular activities, etc.

Leaders: Administration, Teacher Leader Committee

Timeline: Throughout 2018-2019 school year

Results

- *Publish list of all opportunities – update and share in homeroom at least twice a year*
- *Provide scholarships, free/reduced fees for activities, programs, etc.*

Goal 7: Engage as much of the parent community as possible.

Leaders: Administration, Teacher Leader Committee

Timeline: Throughout 2018-2019 school year

Results

- *School information published in English and Spanish*
- *Parent Nights*