

Office of Diversity Equity and Inclusion

Status Update and Recommendations

Presented 2/15/2022

Office of Diversity Equity and Inclusion

- Recommendation
 - Approve the job description for K-12 DEI and Climate Counselor as presented.

Office of Diversity Equity and Inclusion

- Summary Status
 - August 2021 - Approved job description for a supervisor of diversity Equity and Inclusion position
 - August 2021 – Advertised the position
 - September 2021 – Began interview process
 - September 2021 – Received recommendations from the District DEI Committee to be included into the strategic plan
 - October 2021 – Completed interview process with no viable candidates
 - November 2021 – Reviewed feedback and considerations
 - February 2022 – Proposed K-12 DEI and Climate Counselor job description and office structure

Considerations

- Qualified candidates for Supervisor position
- Review of interview committee member feedback
- Review of District DEI Committee recommendations for inclusion in strategic plan

Office of Diversity Equity and Inclusion

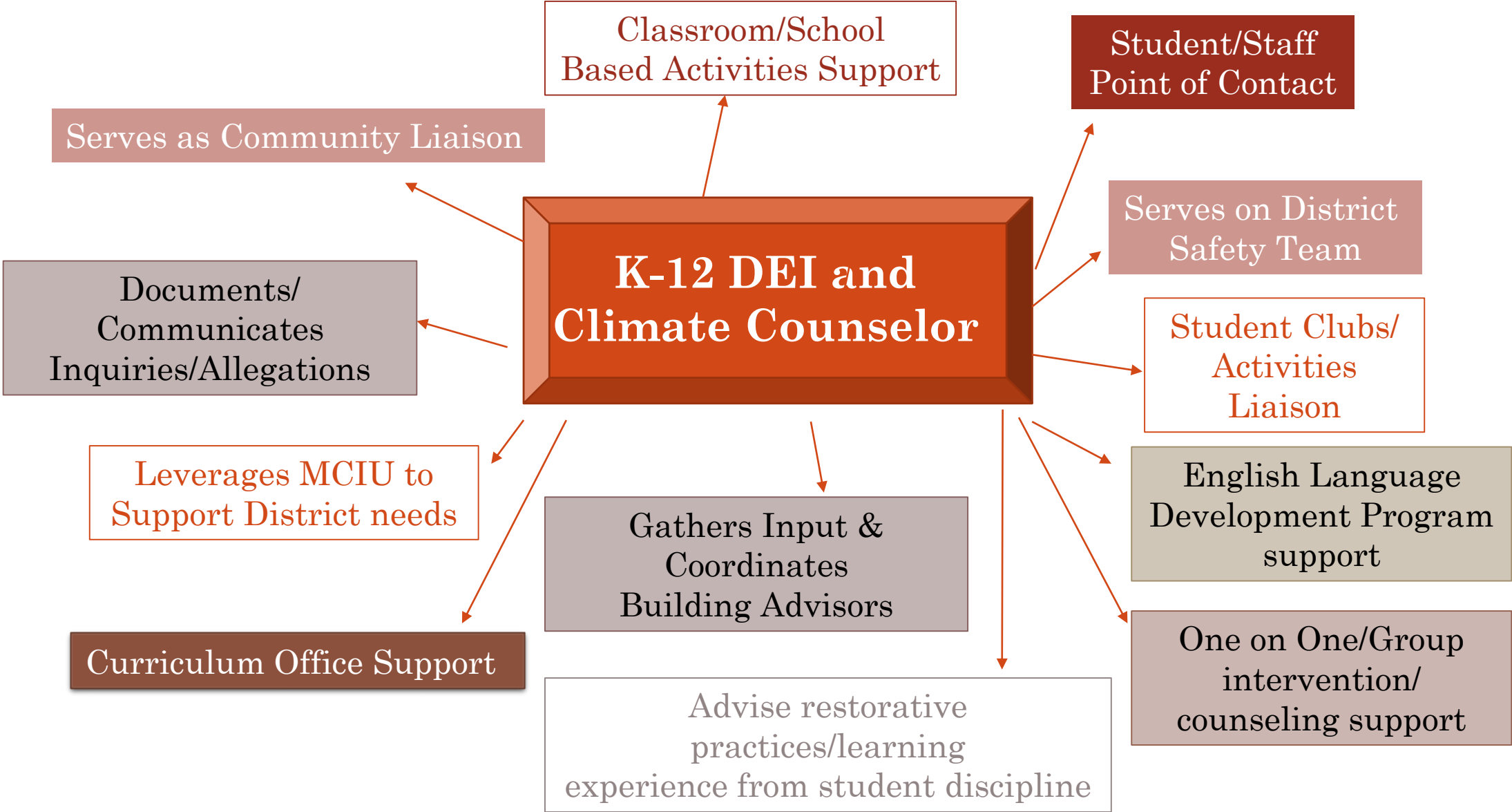
- Positions
 - Title IX Coordinator
 - K-12 DEI and Climate Counselor
 - Building Advisors
- Summary Purpose
 - To provide student/staff and program support
 - Promote positive school culture and diverse, equitable, and inclusive practices
 - Provide accountability through reporting, documentation, and communication for continual improvement

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Structure

- **K-12 DEI AND CLIMATE COUNSELOR (1)**
 - Point of Contact (District).
 - Assist Building and District Administration with the promotion of positive school climate and diverse, equitable, and inclusive practices.
 - Provide direct support to students and staff.
 - Serve as Title IX advocate for victims.
 - Provide one on one and small group conflict resolution/counseling with students.
 - Serve on the district safety committee and advises the committee on matters of social, emotional wellbeing as outlined under Act 44.
 - Ensure inquiries and allegations are properly document, reported, and communicated.
 - Assist students/parents/families/staff with access to community resources.
 - Assist staff with collaboration with community resources, agencies, and organizations.
 - Support Curriculum Office.
 - Support the ELD program.
- **TITLE IX COORDINATOR (1)**
 - Initialize the Title IX Federal process based on merits of a report incident(s).
 - Collaborate and coordinate larger district needs with the MCIU.
 - Provide direction in conjunction with the Director of Pupil Services to the K-12 DEI and Climate Counselor.
- **BUILDING ADVISORS (7)**
 - Staff member (supplemental contract).
 - Point of Contact (Building).
 - Support Principal and K12 DEI and Climate Counselor.
 - Focus on building level climate, and diverse, equitable, and inclusive practices.
 - Act as information resource for building and district level safety teams.

Summary Graphical Representation of Position



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