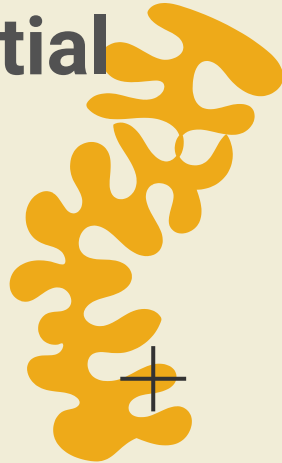




Check-In

Please take a moment to think about the person who was one of the **most influential or impactful educator in your life**. What about that person made him/her influential or impactful for you?





Superintendent's Advisory Council

**DEI Steering Committee
Meeting**

November 29, 2021





Agenda

01

Base Information
Resolution, Purpose,
Agreements, Goals

02

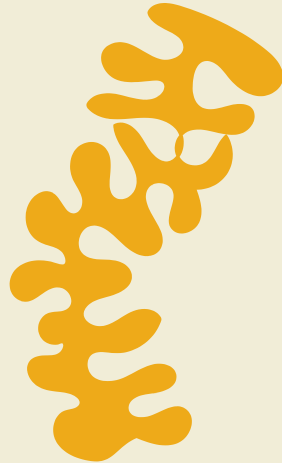
Updates
Mr. White, Director of DEI

03

Major Focus: Hiring & Recruiting

04

Strategy Discussion





Base Information

Agreements Resolution, DEI Definitions,
Purpose, Goals

Agreements

- Maintain Confidential, Safe Space
- Maintain Engagement
- May Experience Discomfort (Discomfort = Growth)
- Positive Intent
- We are all at different places, and that is okay.
- Embrace a Growth Mindset (We are not there, YET, but together we are making strides)
- We are in this TOGETHER, and we are better together
- Focus on outcome to better P-H-M
- Listen for understanding
- District Outcomes
- Diversity Makes us Great
- Be mindful of different perspectives
- Listen with intention
- Value and Celebrate Diversity, Equity, and Inclusion.
- Actively participate in meetings with the Steering Committee.
- Share input on upcoming decisions and best practices.
- Discuss and consider various perspectives on topics impacting the school district.
- Build positive relationships with parents/guardians and other members of the Steering Committee.
- Maintain professional and positive intent while addressing and brainstorming solutions.
- Stay within the topic framework for the meeting.

Resolution of P-H-M's Board of School Trustees

July 1, 2020 Special Board Meeting

- Share resolution to do our part to end racism and racial inequality
- Announced a new Diversity Equity and Inclusion Officer position
- Announced the continuation of a Superintendent's Advisory Council for the 2020-21 school year with a focus on DEI.
- **The resolution was a commitment:**
 - To foster a safe, healthy, and inclusive environment
 - To ensure that all are treated with dignity and respect
 - To do our part to bring about positive change, end discrimination, and secure equality for all

Link: <https://www.phmschools.org/parents/jul-2020/school-board-passes-resolution-bring-about-systematic-and-structural-change-ensure>

Resolution of P-H-M's School Board of Trustees



RESOLUTION OF THE PENN-HARRIS-MADISON BOARD OF SCHOOL TRUSTEES TO BRING ABOUT SYSTEMATIC AND STRUCTURAL CHANGE TO ENSURE DIVERSITY, INCLUSION, AND EQUALITY.

Wednesday, July 1, 2020

WHEREAS, the unjust killing of Mr. George Floyd on May 25, 2020 in Minneapolis, Minnesota, along with the preceding and unjust deaths of Ahmaud Arbery, Breonna Taylor and many others, has generated a much needed national discussion on the necessity of ensuring permanent racial equality and racial justice. The members of the Penn-Harris-Madison Board of School Trustees are saddened by and stand against these unjust deaths. WHEREAS, as we prepare to celebrate the United States of America's 244th year of independence, the Penn-Harris-Madison School Board of School Trustees is guided by the wisdom of one of this country's greatest leaders, Dr. Martin Luther King Jr.: "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

WHEREAS, we the members of the Penn-Harris-Madison Board of School Trustees and Administration, **acknowledge that we must urgently end acts motivated by racial animus and bias, remediate racial inequities, and end any form of racism in our schools.**

WHEREAS, the Penn-Harris-Madison Board of School Trustees **recognizes that working with the school community is a vital and necessary component of achieving the goals expressed in this Resolution.**

NOW THEREFORE, BE IT RESOLVED that we, the members of the Penn-Harris-Madison Board of School Trustees shall implement all reforms necessary to eradicate racism and racial injustice within the Penn Harris Madison School Corporation. We recognize and will fulfill our duty to foster a safe, healthy, and inclusive learning environment; to ensure that all are treated with dignity and respect; and to do our part to bring about positive change, end discrimination and secure equality for all.



Terms – *Common Language*

Diversity

Diversity includes all differences in ethnicity, race, language, gender, culture, ideas, beliefs, neurodiversity, thoughts, and perspectives. Diversity is beautiful and we celebrate it with an open mind. Diversity makes us unique.

Equity

Equity is an individual principle to help all have access to resources, opportunity and environments based on their needs and voice.

Inclusion

Inclusion happens when everyone feels safe and is embraced with their unique qualities and voice. Inclusive environments value differences, are accepting and foster belongingness for all, regardless of race, ethnicity, ability, class, and gender.



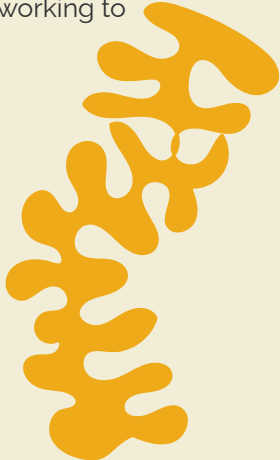


Purpose 2021-2022 SAC:

21-22 SY PURPOSE:

It is the purpose of the SAC for DEI to examine proposed action items from the 20-21 SY Superintendent's Advisory Council for DEI, and work to help plan next steps for implementation in order to provide the school constituency the opportunity to have input into the corporation's decision making process toward the achievement of district-wide goals regarding valuing and celebrating diversity as well as working to eliminate racial injustices and discrimination. The primary focus for the 21-22 school year will benefit our students district wide.

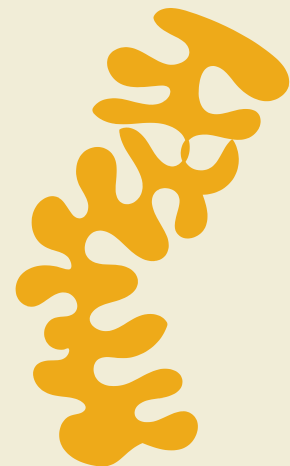
AUTHORITY: The SAC serves as an advisory group to the Superintendent and is not a decision making body for the district.





Updates

Mr. White





Major Focus

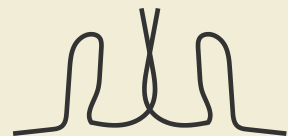
Recruiting & Hiring

Mr. Seth Molnar, Director of Human Resources

Check-In

Please take a moment to think about the person who was one of the **most influential or impactful educator in your life**. What about that person made him/her influential or impactful for you?

Please feel free to share with a shoulder partner.



Our Why

- Models for younger generations
- Sense of Belonging for Students and Staff (Helps with retention)
- Helps to foster relationships and re-engage students



Teacher vs Student Demographics

SY 2019 Data: 632 Full-time Educators in PHM

- Asian- 3 teachers (.4%)--- 735 students (6.4%)
- Black/African-American- 10 teachers (1.5%)--- 862 students (7.5%)
- Caucasian- 601 teachers (95%)--- 8,409 students (73.2%)
- Hispanic- 7 teachers (1.1%)--- 781 students (6.8%)
- Multiracial- 9 teachers (1.4%)--- 689 students (6.0%)
- Native American- 2 teachers (0.3%)--- 46 students (0.4%)

SY 2020 Data: 646 Full-time Educators in PHM

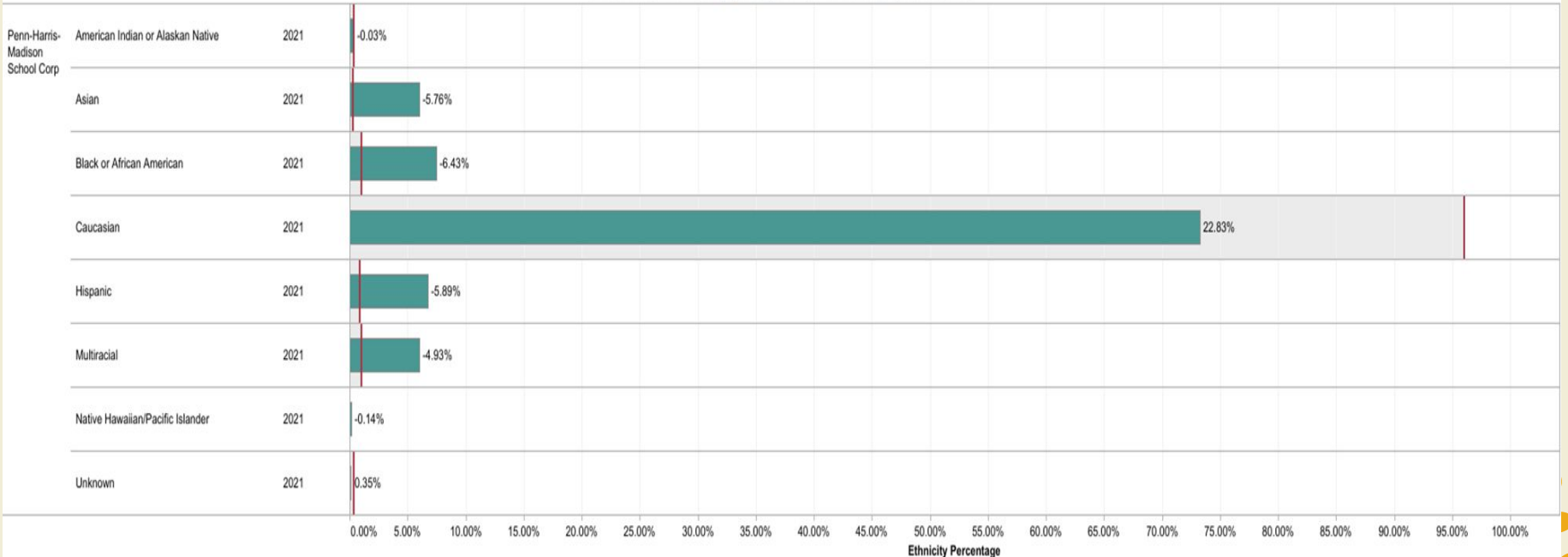
- Asian- 2 teachers (0.31%)--- 691 students (6.02%)
- Black/African-American- 10 teachers (1.6%)--- 874 students (7.61%)
- Caucasian- 614 teachers (95.5%)--- 8,474 students (73.77%)
- Hispanic- 7 teachers (0.9%)--- students 776 (6.76%)
- Multiracial- 7 teachers (1.25%)--- 656 students (5.71%)
- Native American- 2 teachers (0.3%)--- 44 students (0.38%)



Teacher vs Student Demographics

Teacher vs Student Demographics - Corporation

Source: IN DOE Certified Employee (CE) and Certified Position (CP) data collections



New Teachers

<u>New</u> Teacher Hires by Year	Asian	Black or African American	Hispanic	Multiracial	Native American	White	Total New Teacher Hires
2017-2018 SY	0	2	2	0	0	50	54
2018-2019 SY	1	2	3	1	1	58	66
2019-2020 SY	0	0	3	3	0	57	63
2020-2021 SY	0	0	1	0	0	45	46
2021-2022 SY	0	2	2	2	1	74	82 (one teacher not identified)



P-H-M New Teacher Class of 2018-19!



P-H-M New Teacher Class of 2019-20!



P-H-M New Teacher Class of 2020-21!

New Teachers by the Numbers

- 25 have Master's degrees
- 63 have received their Bachelor's or Master's from an Indiana College or University
- 28 are Penn High School graduates
- 350+ total years of combined experience

**82 New
Teachers**



Hiring New Teachers

- Teacher Shortage - challenges across the State
 - 96% of District Reported a Teacher Shortage (86% in 2020)
 - Special Ed 82%
 - Math 61%
 - Science 59%
- Process starts with our annual PHM Teacher Job Fair, but also website accepting applications year-round
 - 2021 Modification- PHM Teacher Drive
- Connections with College & University Career Placement Offices
- Campus recruiting visits for graduating seniors

IS GOING

P-H-M MADISON SCHOOL CORPORATION

2020-21 P-H-M Teacher Drive
We anticipate hiring in all areas. If you are currently a certified teacher (or anticipate being certified by next Fall), we will guarantee you a virtual interview with a current P-H-M administrator! Submit the short form between February 1-19 and you will be contacted to schedule a virtual interview at a time that is convenient!

THE P-H-M JOB FAIR

VIRTUAL!

FILL OUT THIS FORM

PHM Teacher Drive 2020

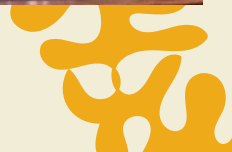
BETWEEN FEBRUARY 1ST-19TH

AND BE GUARANTEED A VIRTUAL ONE-ON-ONE INTERVIEW!

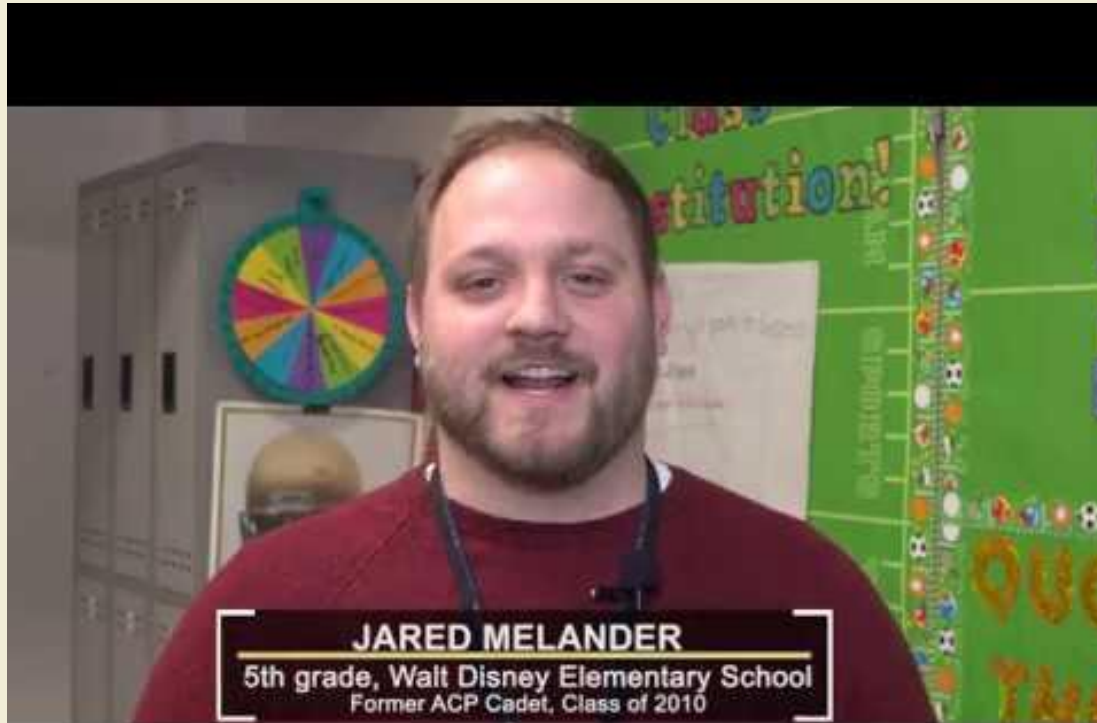


Ideas Considered

- Homegrown Plan
 - Possible incentives for PHM graduates
 - Include: ongoing mentoring after high school
 - Penn Cadet Teacher Program as a possible pipeline
 - Last year 33 seniors completed the Cadet Teaching program and plan to go into teaching
- Continue to strive for the highest starting salary & total compensation package in the area
- Always open to other possibilities and ideas for teacher recruitment



Cadet Teaching at P-H-M



Retention

- Total compensation (Bargaining with Association)
- Ongoing support
 - Mentoring
 - Evaluative model focused on teacher coaching with high expectations and high levels of support
 - Professional development
- Fostering professional collegiality
- Transparent communication
- Parent & community involvement
- Positive working relationship with Teachers' Association



Building a community of professional learners



Focus: Proposed Action Items



Grow Our Own



PENN-HARRIS-MADISON

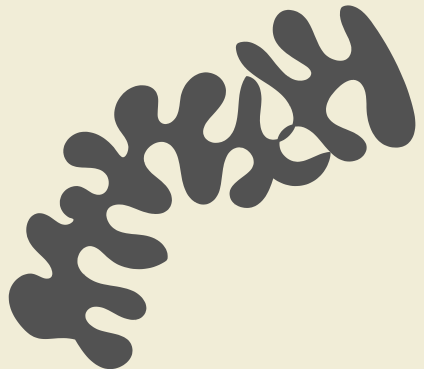
*Community
Connections
Fair*

**SATURDAY,
OCT. 5**

10:00 A.M. - 1:00 P.M.
SCHMUCKER MIDDLE
SCHOOL
56405 BITTERSWEET RD.
MISHAWAKA

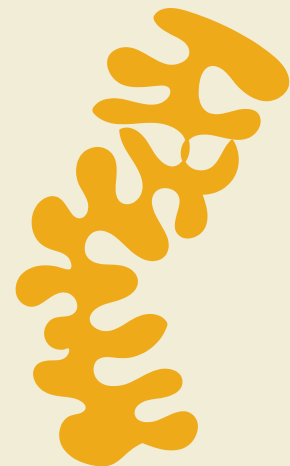


District Marketing



Feedback

Strategy





Ideas- *Recruiting & Hiring*



Planning

What could we pursue?
What opportunities await us?



ID Top

*Star
+Categorize by Level of Priority
(Top, Mid, & Lowest)



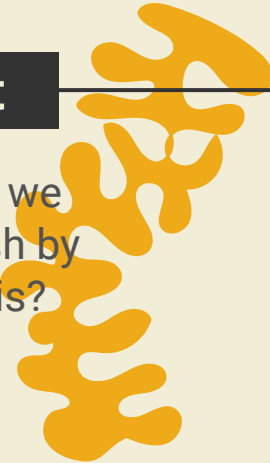
Prioritize

Why pursue certain areas first?



What

What will we accomplish by doing this?





Ideas-*Retention*



Planning

What could we pursue?
What opportunities await us?



ID Top

*Star
+Categorize by Level of Priority
(Top, Mid, & Lowest)



Prioritize

Why pursue certain areas first?



What

What will we accomplish by doing this?





Ideas-*Professionalization*



Planning

What could we pursue?
What opportunities await us?



ID Top

*Star
+Categorize by Level of Priority
(Top, Mid, & Lowest)



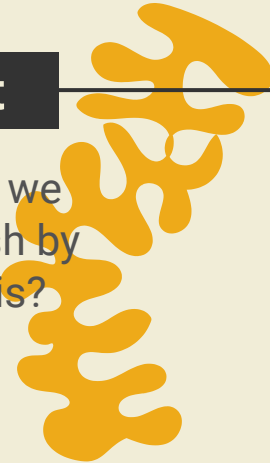
Prioritize

Why pursue certain areas first?

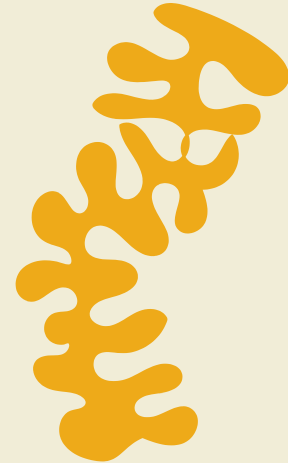


What

What will we accomplish by doing this?



Share Out





Thank you!
Next Meeting 2-7-21
(Then, 4-18-21)

