

*“As Superintendent, I am committed to ensuring that Council Rock is clearly recognized as a district that not only welcomes diversity of all kinds but celebrates it. We are hard at work at this goal and dedicated to building a culture of kindness that can be tangibly felt in every classroom, office, hallway, cafeteria, playing field, and performance space in our district. In 2017-2018, we honed in on our focus by administering professionally-developed climate surveys, offering high-quality diversity awareness training, supporting district-wide conversations on equity, and designing school-based activities that build strong levels of cultural competency at every grade. In working with Hanover Research, The Peace Center, Living Strong Consulting Inc., Think Kindness, the Anti-Defamation League, and the Delaware Valley Consortium for Excellence and Equity this year, we underscored our dedication to building and sustaining a culture in which all feel valued, understood, and appreciated. We will continue our work in the coming years, as accepting anything less than 100% success in this area is unacceptable.”* Dr. Robert Fraser, Council Rock Superintendent

## **2017-2018 Council Rock School District Diversity Awareness Work**

### **Analysis**

- *Hanover Climate Survey*- Council Rock School District surveyed staff, parents, and 7-12th-grade students to learn about perceptions and experiences relative to school climate to improve programs and services

### **Training/Professional Development**

- *Living Strong Diversity Awareness Training* - The entire Council Rock School District administrator team (Superintendent, Assistant Superintendent, Directors, Supervisors, Principals, Assistant Principals) took part in this professionally led series, which included a total of five sessions over five months, to increase their ability to become equity-oriented leaders. Topics discussed throughout series have included: implicit bias, personal examination of the ladder of influence, analysis of power structures, discussions around social justice, conversations about micro-aggressions, and site-based diversity awareness walks. Each principal received a diversity awareness partner from the Living Strong team to help assess his/her school’s climate and culture and develop a growth plan
- *Peace Center Training* - Each district level support personnel and a cohort of teachers underwent a full day training session with a local diversity-awareness consulting group. The training addressed bias awareness, recognition of various “ism’s,” understanding of micro-aggressions, and conversations around power structures and privilege. Teacher cohort went back to buildings to develop a plan to train colleagues

➤ *Delaware Valley Consortium for Excellence and Equity* - Central Office Administrator, Principals, and Teachers attend throughout course of the year.

### **District-wide Programs**

- *School-based Diversity Committee* - Existing at each school, comprised of teachers, support staff, and parents (committee makeup varies per building). Tasked with looking at school culture to develop a growth plan
- *Think Kindness* – Full-year initiative led by Superintendent that challenges students and staff to be kind. District-wide assemblies by *Think Kindness* consulting group resulted in high school and middle school participation in a massive shoe drive for African orphanage and K-6 “kindness ninja” teams at every school
- *K-12 Cultural Nights / Heritage Fairs* - Students and families make informational boards, wear the dress of culture, and prepare food of a culture for a deep understanding and appreciation of varying heritages
- *MLK Day district-wide 12<sup>th</sup> Annual Program*  
Nearly 300 student volunteers worked collectively to assemble packages, sort food, and make friendship cards and blankets for local and international distribution

### **School-Based Activities/ Programs / Student Education**

- *Delaware Valley Consortium for Excellence and Equity*- High school cohort attended
- *ADL, “No Place For Hate” Conference* – High school cohort attended
- *Myth Buster Announcements* - School-based morning announcements that focus on preventing cultural stereotypes while highlighting famous individuals from diverse cultures
- *Diversity Day Puppet Shows* – Students in lower grades learn diversity awareness through an age-appropriate puppet show
- *Cultural Awareness Bulletin Boards* – Classes make a bulletin board that represent the cultures of their group
- *School-wide Identity Days* – Students celebrate their identity and culture through research projects and celebration of flags from various countries
- *Mix it Up Lunches* – students are invited to sit with individuals and groups that they normally would not sit with to mix up their social circles
- *Black History Month Hallway Art Gallery Walks* – Grades of students create expansive art galleries in a hallway to recognize and showcase accomplishments of African Americans throughout time
- *We Shall Not Be Moved Assembly* – High School level assembly program featuring Broadway performer singing songs from the Civil Rights Movement
- *Rosie the Riveter Women's History Month Celebration Program* – Celebration of women in history and their accomplishments with female teacher dressing up as Rosie the Riveter

- *Mykee Fowlin* – High school level assembly program featuring well-known psychologist/performer, discussing the importance of inclusiveness
- *Kindness Rock Gardens*- Students paint rocks with messages of inclusiveness and make gardens throughout the district
- *Kindness Crews* - Students in grades K-6 that go into classrooms to deliver messages of kindness and share kind messages from influential people
- *Conflict Mediators* – 5<sup>th</sup> and 6<sup>th</sup>-grade students who present to classrooms on a variety of topics, such as inclusion
- *Gender Identity Assembly* - Middle school level student assembly on gender identity awareness
- *Girls Unlimited* - Program for all 7<sup>th</sup> and 8<sup>th</sup>-grade female students to strengthen confidence and break down gender stereotypes - run by the Peace Center
- *Boys Respect*- Program run internally by staff to build up male student respect of self and opposing sex