
Access and Inclusion Update

October 14, 2021



Park Hill School District

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Access and Inclusion Work

- ***STUDENTS***
- ***STAFF***
- ***PARENTS/COMMUNITY***



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Work at Park Hill South High School

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Students

01

Response to Students

As of today...

- All school message to student body
- Open lunch conversations
- Outreach/communication with students and families
- Black Student Union meeting
- Football program open forum
- Dr. Herren connected with members of BSU, sent email to entire group
- Grade-level assemblies

Next Steps...

- AVID lessons
- Sense of Belonging Council-development of lesson/activities
- Student town hall meetings



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Response to Staff

As of today...

- Email to entire PHS staff
- Invitation to lunch conversations and staff meeting after school
- Dr. Herren and Dr. Deayon host plan period sessions to determine staff, student, and community needs
- Individual staff check-ins, focusing on staff of color
- Breakfast sessions/conversations with staff of color
- Met with staff Equity and Inclusion Council to review plan for students
- Staff meeting to share plan for work with students
- Early release-strategic deployment of plan for students

Next steps...

- Ongoing professional development regarding AVID lessons and Zaretta Hammond's Culturally Responsive Education



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Response to Community

As of today...

- **Message to community**
- **Outreach/communication with students and families**
- **Message in weekly family newsletter**
- **Public address at football game**
- **School messenger communication to families regarding parent-teacher conferences and invitation to meet with Dr. Herren**
- **Individual meetings offered during parent-teacher conferences**
- **Family Advisory Council-special meeting**

Next steps...

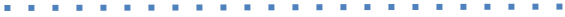
- **Continued family updates in newsletter**
- **Continued work with Family Advisory Council**
- **Continued follow-up conversations as requested**



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District Response



02



District Response

- **Communication**
- **Followed our disciplinary processes**
- **Met with NAACP (National Association for the Advancement of Colored People)**
 - Joint Statement from PHSD and NAACP*
 - Ongoing accountability to NAACP*
- **Met with representatives of community faith-based leaders**
- **Met with US Department of Justice Community Relations representative**
- **Met with 2020-2021 Superintendent's Family Advisory Group**
- **Identifying partnership with a third-party consultant**



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Next Steps...

- **2021-2022 Access and Inclusion Family Advisory Group**
 - First meeting is Oct. 25
- **Reconvene EMBRACE (Educators Moving toward Better Relationships and Cultural Empowerment) Employee Resource Group**
- **Continue meeting with faith-based and other community leaders**
- **Continue partnership with NAACP**
- **Develop webinar series to support parents and families**
- **Continue partnership with Banneker School Foundation and Historical Site**



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Our Goal...

- **Gather stakeholder feedback, including students, staff and community**
- **Develop a strategic plan to address access and inclusion with measurable outcomes**
- **Foster a culture that is inhospitable to hate, hurtful words that negatively affect a student or their family's sense of belonging in our schools and community**

We appreciate our student, staff, family and community support as we address these important issues.



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Questions?