The mission of the Boone County Schools is “ representing and in partnership with our stakeholders, the Boone County School District recognizes that all children can learn and dedicates itself to providing a challenging educational environment that allows each students to achieve to his or her highest potential as a learner and citizen.

School Board commitment and engagement are critical components to systemic change related to diversity, equity, access and inclusion leading to **ALL Students Career, College and Life Ready**.

**Opportunity:** Create a culture of Equity and Excellence in the Boone County Schools for ALL Students and Staff

**Immediate Focus:** Reducing implicit Bias in Boone County Schools; Diversity Statement

**Theory of Action:** If Boone County Schools breakdown the equity, access and inclusion barriers for all students and staff, then teaching, learning and student performance will improve for All Boone County Students and Staff.

**Current Key Strategies to Build a Diversity/ Equity/Inclusion Framework**

**Data disaggregation for decision making**

* Identify and analyze district and schools data to identify root causes and systemic patterns of in equity, access and inclusion in the Boone County Schools
* Administer Hanover Research Equity & Inclusion tool/survey to students, grades 6-12, parents and all staff to provide a baseline to further direction to our work.
* Utilize KINVO data to measure parental engagement in the Florence area

**Diversity Statement and job description**

* Develop and seek School Board approval of Diversity Statement and Diversity/Equity/Inclusion District level position.

**Employee recruitment and retention**

* Develop and implement a plan to actively recruit, promote, and retain a diverse workforce reflective of the Boone County Schools population

**Professional Learning**

* Unpack and eliminate implicit bias system-wide through PLC’s and employee professional development
* Develop and/or identify professional and personal development opportunities for staff focused on uncovering implicit biases and improving cultural competence.

**SEL/Equity/Social Justice**

* Breakdown system-level inequities and build a foundation for systemic equity, access and inclusion.
* Culturally Responsive
* Mental Health and Trauma
* Develop and/or expand non-academic support services to engage diverse students.

**Policies/Procedures/Contracts**

* Seek School Board approval to elevate the Diversity/Equity/Inclusion Task Force to a School Board Committee.

* Develop infrastructure to provide sustainability if efforts around diversity, equity, and inclusion and ensure these efforts are strategically embedded into programs and services across the Boone County School District.
* Embed the lens of diversity/equity/inclusion in ALL District/School decision-making

**Curriculum/Instruction and Learning**

* Analyze/ expand the curriculum to emphasis inclusion and appreciation of diversity and cultures to ensure equitable and developmentally appropriate learning district-wide
* Develop curriculum and opportunities for students focused on uncovering implicit biases and improving cultural competence.

**Communication/Marketing (telling the story)**

* Develop and implement strategic marketing activities (Tell THE story of Boone County and the Boone County Schools) to include Diversity/Equity and Inclusion webpage and social media presence
* Develop Community Engagement and Partnerships (Identify Stakeholders)
* Increase engagement/participation of diverse student in student organizations and groups.

**Resources**

* Participate in the AASA Equity Action Cohort to inform our work consult and collaborate with school districts in various phases of equity and diversity work.

Respectfully submitted,

Boone County Schools Diversity/Equity/Inclusion Task Force