



Our mission is to provide a safe, supportive environment that promotes appreciation and respect for diversity. We challenge students to become active learners and critical thinkers, and foster the development of scholarship, leadership, citizenship, and integrity.

As a school, we have devoted time and effort to increase our understanding and provide students with safe spaces to participate, learn, and work collaboratively in a diverse setting. We are committed to creating a nurturing and welcoming environment where different viewpoints are honored and respected by all our contributing members. While we have worked to foster an inclusive setting for our students, we understand that we have much more work to accomplish. We will continue to devote efforts and time to ensure that our students are accepted and valued intellectually and socially. Events in the past several months have resonated the need to continue to support our students. Please take a moment to review some of our school's efforts to support an inclusive and diverse setting.

Initiative	STATUS	Notes
Establish instructional efforts to provide customized and personalized opportunities for students	In Place	2013- present - Feedback to staff through formal and informal classroom visitations
Infuse Professional Development for Staff specific to ensure customized and personalized opportunities for students	In Place	2013- present - Strategic professional development through Leadership Team, Department Team, and Staff training
Infuse curriculum that allows for analysis and reflection of society's impact on culture	In place	2014-present
Increase extracurricular opportunities for students	In Place	2014-present
Support the Establishment of a Black Student Union	In Place	2015- present - Student leaders advocate for social justice. – Most recently showcased by Houghton Mifflin Harcourt –Inspiring Black History Month Classroom Door Decoration Ideas
Increase Safe Spaces for Students to Share Experiences and Receive Support	In Place	2015- present - Groups include: LGBT, GSA, Ladies of Distinction, Brother to Brother, One Love,
Participate in Equity Training from Equity Office	In Place	2014- present- Administration and Department Leaders moving beyond conversations to providing leadership to recognize, address inequities, and examine processes and procedures that contribute to inequities

Infuse Professional Development specific to Meeting the Individualized Needs of Students	In Place	2014- present - Leadership Team, Department Teams, and Staff- Includes review of student samples resulting from customized and personalized in class opportunities and data analysis of academic performance
Infuse Professional Development to entire staff specific to Understanding Systemic Racism	In Place	2019 - Included guest presenters beyond school-based personnel
Infuse Professional Development specific to Culturally Responsive Instruction with Leadership Team	In Progress	2019- present - Continuation of Reflection and Implementation with Instructional Team Leaders <i>Culturally Responsive Teaching and the Brain</i>
Establish PLC's (Professional Learning Communities) for professional development training	In Progress	2020 - Monthly PLC's include opportunities to enhance teaching and learning and opportunities to apply techniques in the classroom setting
Establish Diversity, Equity, and Inclusiveness Team	In Progress	2020 Consists of admin, parents, students, and teachers that are committed to ensuring that students receive social and emotional support. Group meets once per month
Form a Cohesive Opportunity of Student Leaders Representative of Various Student Organizations	In Progress	2020 Club Coalition will meet with the administration on a semi-monthly basis; its membership combines student representatives from all school clubs and the SGA; its purpose seeks ways to serve the interests of all students.