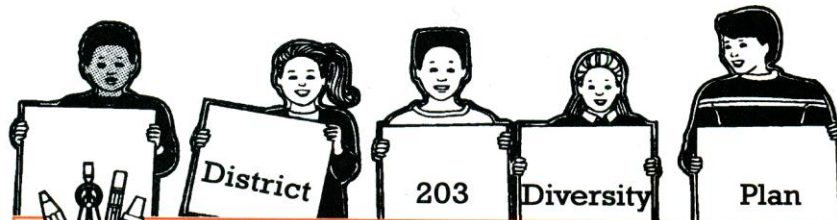


# Naperville Community Unit School District 203 Diversity Plan Outline

## Board of Education Policy 2.142 DIVERSITY

*In support of quality education for the benefit of all students, the Board of Education embraces human diversity as an important value of the District. The District seeks to recruit and to retain employees who reflect a culturally rich and diverse perspective. Diversity is reflected by infusing an inclusive focus into curriculum content and a multicultural perspective into instructional strategies. Staff shall receive training with the objective of increasing knowledge, skills and sensitivity in the area of diversity. The District shall communicate the benefits of diversity in education to parents and the community. The Superintendent shall include these areas of diversity in the annual plan and report to the Board of Education.*

Adopted: May 20, 1996

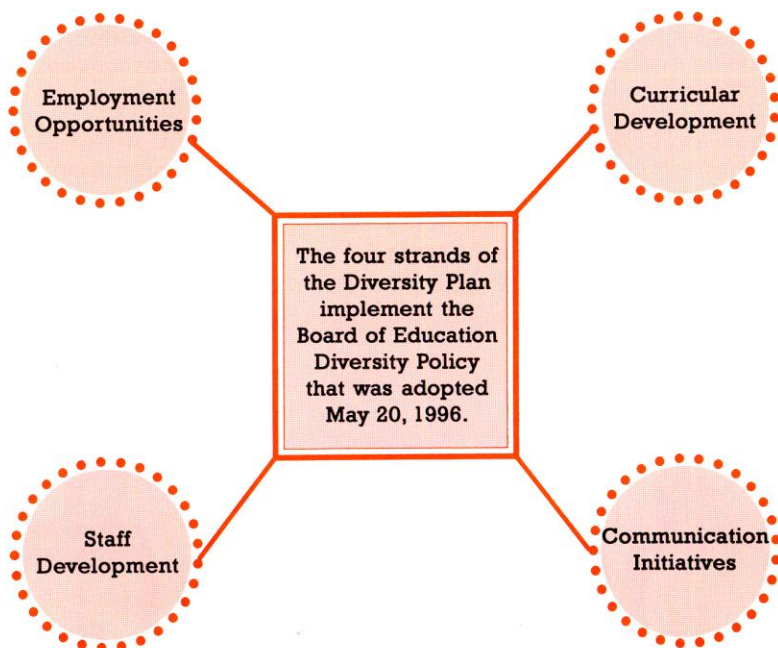


Copies of the complete District 203 Diversity Plan are available at the Naperville Public Libraries and can be requested from the District 203 Administrative Center, 203 West Hillside Road, Naperville IL 60540-6589  
Phone 630-420-6319 | FAX 630-637-4580

# Overview

This brochure outlines the Diversity Plan of Naperville Community Unit School District 203 and provides samples of its implementation strategies.

The Diversity Plan was developed by a committee of students, parents, teachers, staff, administrators, and members of the Board of Education, who studied the effects of large cultural issues and of personal biases. The committee brought in consultants from the Illinois Resource Center and North Central College. Diversity plans from other school districts were studied.



The Diversity Plan will help us prepare ourselves and our students for the more inclusive, diverse realities of contemporary life.

In reviewing the Plan, please keep the following in mind:

- ❖ The Diversity Plan is a living document, not something set in stone. It is a moderate plan allowing for adjustments that may be needed to cope more effectively with very complex realities.
- ❖ From the very beginning, diverse peoples have contributed to every facet of life in the USA; yet, institutional structures and educational materials have not always reflected this diversity. Such factors as shifting populations, increased globalization, the cumulative effects of continuing struggles for equality, and a growing understanding of the damage done by racism and other prejudices have led us to reassess and adjust how we organize our institutions and what we teach our children.
- ❖ The Plan needs to be led, not merely managed. The Diversity Committee invites people within and without the school system to help lead our community toward an exemplary understanding and respect for diversity.





## ❖ Strand I: Employment Opportunities

**Statement of Focus:** *The diversity of Naperville District 203 staff will increase in order that students may more fully experience and value the diversity that exists in the world. District 203 therefore seeks to recruit and retain employees who are culturally and racially diverse.*

### Expected/Desired Outcome

An increase in both minority staff, and the perception that District 203 is an attractive and welcoming place for minorities to work.

### Implementation Strategies

- ❖ Employ a recruitment coordinator. *1997-98 School Year*
- ❖ Enlist the help of minority parents, students, community members, and employees to help recruit and welcome minority applicants. *March 1998 and ongoing*
- ❖ Form closer relationships with community groups, professional organizations, colleges, and teacher organizations that train or support minority students and other groups. *March 1998 and ongoing*
- ❖ Provide training on the value of staff diversity for administrators involved in the employee selection process. *August 1997 and ongoing*
- ❖ Implement an employment fair. *Winter 1998 and ongoing*



For more information about Employment Opportunities, contact Dr. Michael Kiser, Assistant Superintendent for Personnel & District Counsel, District 203 Administrative Center, 203 West Hillside Road, Naperville IL 60540-6589.

## ❖ Strand II: Curricular Development

**Statement of Focus:** *In order to have all of our students best prepared for a global society, District 203 must provide curriculum which is accurate and culturally inclusive. Curriculum shall enable students to recognize the damaging effects of racism and other prejudices and to test basic assumptions about what "America" means. It will present more inclusive ways of viewing and understanding history, politics, society, literature, music, art and other disciplines.*

### Expected/Desired Outcomes

- ❖ The creation of a curriculum that will
  1. expand student, faculty and staff awareness of their own biases; give them greater knowledge of the roots of racism; and provide strategies for avoiding or resolving conflicts over diversity in personal and professional life.
  2. help students develop critical thinking and decision-making skills that will enable them to recognize prejudices in what they read and in actions they witness and make equitable and just decisions as citizens in contemporary society.
- ❖ An audit of all current curriculum and the establishment of a process to identify prejudices related to race, gender, language, culture and religion.

### Implementation Strategies

- ❖ Employ an outside consultant to audit the language arts curriculum and use the process thus established as a model for the normal seven-year review cycle of all areas of the curriculum. *1998*
- ❖ Direct K-5 Reading Specialists and K-8 Learning Resource Center Directors to use the framework for analyzing children's literature for racism and sexism that was developed by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison. *1997 and on-going*
- ❖ Use programs such as "I Can Problem Solve" and "Windows to the World" to incorporate cross-cultural competency into curricular development and delivery. *1996 and on-going*

For more information about Curricular Development, contact Lenore Johnson, Assistant Superintendent for Curriculum & Instruction, District 203 Administrative center, 203 West Hillside Road, Naperville IL 60540-6589.



## ❖ Strand III: Staff Development

*Statement of Focus: Adequate time and resources must be provided for staff development initiatives that will enable employees to appreciate the richness of diversity within our global community and to understand more deeply how fear, personal and institutional racism, and other forms of discrimination block that appreciation. All Board of Education members and all employees need to develop knowledge, skills and dispositions that will enable them to become committed leaders who help create an atmosphere that promotes the best learning for all students regardless of race, gender, ethnicity, special needs, language differences or religious beliefs.*

### Expected/Desired Outcomes:

- ❖ Employees will have multiple, ongoing opportunities to receive training at levels structured to deal with diversity-related issues.  
Level I: Awareness of and sensitivity to personal and institutional racism, the effects of dominant society on minorities, and basic conflict resolution strategies.  
Level II: Cross-cultural competency and ability to defuse or resolve conflicts due to race, culture, gender, ethnicity, language and religion.  
Level III: Awareness of the nature of personal, social, and cultural roots of racism and other prejudices and of strategies for combating institutional racism.
- ❖ Diversity problem-solving groups will be established at all levels throughout the school system, and the community will be informed of these and other diversity-related initiatives.

### Implementation Strategies

- ❖ Provide Institute Day speakers, workshops, seminars, college courses, book discussion groups and other educational activities dealing with issues related to race, ethnicity, cross-cultural competence and the like. *1996 and on-going*
- ❖ Provide appropriate levels of training for all employees, with every District 203 employee receiving at least Level I training by January 2000. *Fall 1996 and on-going*

For more information about Staff Development, contact Lenore Johnson, Assistant Superintendent for Curriculum & Instruction, District 203 Administrative Center, 203 West Hillside Road, Naperville IL 60540-6589.

## ❖ Strand IV: Communication Initiatives

### Statement of Focus

*District 203 seeks to establish pathways of communication between students, faculty and staff, administration, parents and community to encourage open discussion on issues related to race, gender, language, culture or religion; help promote a coherent and systematic approach to these issues; and expand our awareness of the value of diversity and the damaging effects of discrimination.*

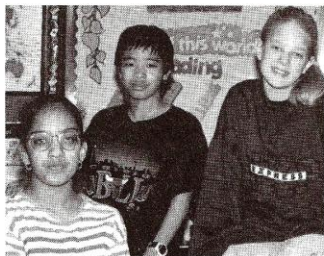
### Expected/Desired Outcome(s)

- ❖ A systemic, ongoing communication plan that informs the community and employees of issues and events related to race, language, culture and ethnicity.
- ❖ Development of education programs which help those inside and outside the school system to view diversity as a strength and to understand the damaging effects of racism and other forms of discrimination.
- ❖ An atmosphere in which minority students, parents, and school employees expect to be listened to with respect and understanding when they communicate their thoughts and feelings.

### Implementation Strategies

- ❖ Provide grants and other resources for developing communication initiatives. *Fall 1998 and on-going*
- ❖ Develop a systemic plan for collecting information on diversity-related issues. *1998 and on-going*
- ❖ Encourage minority students and parents to participate in school-related organizations and activities. *On-going*
- ❖ Encourage district employees, students, and community members to participate in the English-as-a-Second Language partnering program. *Spring 1997 and on-going*
- ❖ Share information regarding implementation strategies for the Diversity Plan. *On-going*

For more information on Communication Initiatives, contact Dr. Mary Ann Bobosky, Director of Planning and Community Relations, District 203 Administrative Center, 203 West Hillside Road, Naperville IL 60540-6589



- ❖ Employment
- ❖ Curriculum
- ❖ Staff Development
- ❖ Communication

For complete documentation on the District 203 Diversity Plan, contact Assistant Superintendent Lenore Johnson at the return address below. Also available to interested parties are the following:

1. Articles, videos and other materials on diversity-related issues.
2. Information about other sources of diversity-related materials.

*This brochure was produced with a grant from Lucent Technologies, a District 203 Business/Community/Education Partner.*



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Unit School District 203  
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