

## **Diversity Committee Summary**

**April 19, 2017**

On Wednesday April 19, 2017 the Diversity Committee met to discuss ways in which the Devon PTO fosters a welcoming environment for all families in their school community along with ways the T/E School District addresses diversity in the teacher selection process.

Dr. Todd Parker, Devon Elementary School Principal, introduced the work of the Devon PTO. Ms. Tracy Przybylowski, PTO President, spoke about the creation of the Devon Diversity and Inclusion Committee, a component of the PTO that encourages families to learn about each others' similarities and differences through activities such as the Dragon Buddies Program and The Cultural Heritage Festival. Ms. Shweta Sivaraman, chair of the Diversity and Inclusion Committee, presented the various components of the Committee and how each part supports new families in the building and helps acclimate them to the school community. With the help of parents and teachers, along with Dr. Parker, the Committee set out to celebrate the differences of all Devon families by holding a Heritage Festival. With the support of sponsors, parents, teachers and students from Conestoga and T/E Middle Schools, the event held on March 10<sup>th</sup> celebrated the cultures of 32 different counties. Students performed and wore cultural clothing while parents shared points of pride of their heritage, cultural artifacts and food from their country. Students and families learned to appreciate the diversity that exists within the school community. Look for more events that will lead toward cultural understanding from this forward-thinking PTO! Dr. Parker also shared ways the school fosters a welcoming environment for students throughout the school day. As an example, students participate in morning announcements speaking in their native language to show their peers the diversity that exists at Devon Elementary. Twenty-nine languages are spoken by this school community. In addition, this year the PE teachers also introduced a unit on Cricket, a popular sport in many countries that is similar to baseball.

The second presentation was delivered by Dr. Wendy Towle, Director of Curriculum, Instruction, Staff Development and Planning, along with Ms. Jeanne Pocalyko, Director of Personnel. Dr. Towle shared initiatives across the District that foster diversity among staff. As part of the University of Pennsylvania's Delaware Valley Consortium for Excellence & Equity, the administrative staff, various teachers, counselors and students from the middle school and the high school participated in leadership training as well as presentations on equity, diversity, student engagement, mindfulness, and many other topics. Across the District, staff has also been participating in workshops and inservice sessions on Diversity in T/E and Gender Awareness. Ms. Jeanne Pocalyko presented District student demographics along with demographics of the teaching staff. Her presentation also focused on the various hiring

activities to attract teacher candidates from underrepresented populations. One example was taking current diverse staff to a Diversity Recruitment Fair for the candidates to ask questions of our staff members that may relate to culture and the supportive environment we enjoy.

In summary, the April meeting provided the Committee with the opportunity to consider how the elementary schools may enhance cultural awareness activities at their schools while also sharing the recruitment outreach activities the District is using to attract a diverse applicant pool during our teacher selection process.

# **DIVERSITY COMMITTEE**

**APRIL 19, 2017**

**SCHOOL YEAR 2016-2017**  
**(AS OF JANUARY 30, 2017)**

# STUDENT BODY IS BECOMING INCREASINGLY MORE DIVERSE

21.15% Asian

2.69% Black/African American

2.58% Hispanic

0.09% American Indian

0.03% Pacific Islander

3.48% Multi-racial

69.99% White Caucasian

# TESD STUDENT DEMOGRAPHICS

Race	2012	2013	2014	2015	2016	2017
American Indian/Alaskan Native	0.05%	0.03%	0.06%	0.08%	0.09%	0.09%
Asian	13.64%	14.68%	15.77%	17.52%	19.10%	21.15%
Black/African-American	3.53%	3.31%	3.33%	3.08%	2.97%	2.69%
Multi-Racial	0.93%	1.43%	2.03%	2.49%	3.02%	3.48%
Native Hawaiian	0.03%	0.02%	0.02%	0.02%	0.03%	0.03%
Hispanic	2.17%	2.25%	2.45%	2.56%	2.69%	2.58%
White/Caucasian	79.65%	78.28%	76.33%	74.25%	72.10%	69.99%

# CANDIDATE POOL FOR FACULTY

## 948 TEACHER APPLICANTS

### FROM JULY 1, 2016 TO MID APRIL

1.3% Asian

1.8% Black/African American

2.8% Hispanic

1.7% Multiracial

85.9% White Caucasian

6.5% unreported

# FACULTY

1.8% Asian

4.1% Black/African American

1.4% Hispanic

92.6% White Caucasian

# 2016-2017 DIVERSITY COMMITTEE MEETING TOPICS

**October 2016** - *“HOW DOES T/E FOSTER A CULTURE OF ACCEPTANCE AND RESPECT FOR STUDENTS OF DIVERSE BELIEFS/BACKGROUNDS/PERSPECTIVES?”*

**November 2016** - *A DIALOGUE AROUND DIVERSITY & INCLUSION, AN AWARENESS OF ONESELF AND OUR SCHOOL COMMUNITY.*

**February 2017** - *A LOOK AT THE DISTRICT DEMOGRAPHICS AND THE MIDDLE SCHOOL ACTIVITIES THAT FOSTER DIVERSITY.*

**April 2017** - *“HOW DOES DEVON PTO FOSTER A WELCOMING ENVIRONMENT FOR ALL FAMILIES OF THE DES COMMUNITY?”*

*“HOW DOES TESD FOSTER DIVERSITY IN THE TEACHER SELECTION PROCESS?”*