

**Diversity Committee April 2018 Report**  
 Monique W. Hudson, Committee Chair

Last in person meeting held March 21, 2018 Lower Campus at 8:15am.

Next in person meeting at 8:45am Wednesday May 9<sup>th</sup>, 2018. Lower Campus.

Committee deliverables presented in lieu of April meeting. Deliverables captured in objectives table below.

Objectives from Diversity Plan as included in final Charter Renewal document.

<p>Develop a recruitment plan for 2018-2019 so that the diversity of our student body meets or exceeds the diversity of the population from which our students are drawn. Plan is to focus on recruitment of students with greater economic diversity.</p> <ul style="list-style-type: none"> <li>- Includes online and hardcopy materials in languages served by the school (English, Spanish, Mandarin and French)</li> <li>- Includes holding at least three public sessions where resources are available to discuss the school in the four languages and where assistance with applications is offered</li> <li>- Includes disseminating flyers in the four languages to pre-K and Headstart programs near GLOBE</li> <li>- <i>See list of pre-K and Headstart programs and additional recommendations in Appendix B below</i></li> </ul>	<p>Diversity Committee</p> <p>Supported by: Registrar</p>	<p>9/30/17</p>	<p>Recruitment Plan completed and presented to BOD for review at September board meeting</p> <p>Diversity Committee to monitor progress on recruitment plan monthly from November through March</p> <p><i>4/29/18 Note: Recruitment plan closely monitored through reports from Registrar regarding recruitment efforts and applicant data.</i></p>
<p>Establish an ongoing diversity-related goal which includes training for faculty, staff and board</p>	<p>Diversity Committee</p>	<p>9/30/17</p>	<p>Revised Diversity Action Plan by 9/30/17</p> <p><i>4/29/18 Note: Cannot be revised until Equity Audit</i></p>

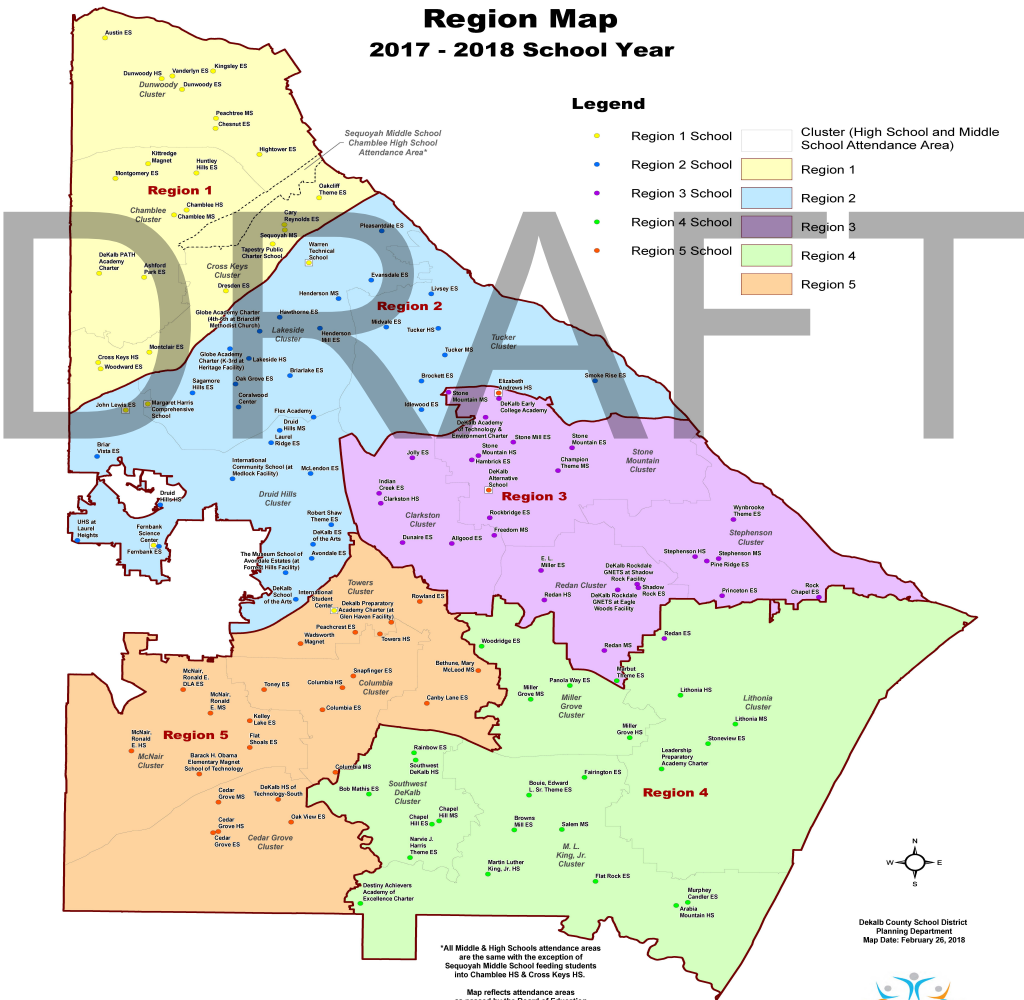
			<p>completed. MWH has followed up with group referred to see if it can be completed by the end of the school year. Considering pushing audit until next year with audit being completed after first few months of 18-19 school year so that community can be engaged.</p> <p>OR administering "Educational Equity Needs Assessment" survey similar to COD schools.</p>
<p>Define training requirements for employees and board members. Select vendor if necessary and offer diversity training to all employees and board members beginning in the 2017-2018 school year <i>See additional recommendations in Appendix D below</i></p>	<p>Diversity Committee</p> <p>Supported by:</p> <p>HOS and assistant HOS</p>	<p>Requirements: 10/31/17 Training complete: 5/31/18</p>	<p>Diversity Committee to receive progress reports on training implementation</p> <p>3/30/18 Note: Diversity training quarterly. Second staff retreat. Beginning of school year for parent trainings. Board level training. Faculty and staff trainings will not be optional.</p>
<p>Committee determine baseline of current multicultural activities at GLOBE and establishes goal</p>	<p>Diversity Committee</p>	<p>11/30/17</p>	<p>Committee submits to November BOD meeting</p> <p>4/14/18 Events reported: By staff and PTCC see below.</p>
<p>Committee creates goals to mentor, promote and retain a diverse faculty (may include outreach to HBCUs or other teaching schools with diverse student base), staff and board of directors that is committed to the values of diversity, inclusion, equity and multiculturalism and thrives in all areas of teaching, scholarship and service. Consider a goal to increase the number of diverse faculty and staff employed by the school by 10% by the end of the charter term <i>See additional</i></p>	<p>Diversity Committee</p>	<p>12/31/17</p>	<p>Committee submits to December BOD meeting HOS to provide written report. Oral summary provided during March 2018 committee meeting. Report to include expected vacancies, methods/places of recruitment, known applicant demographics.</p>

<i>recommendations in Appendix C</i>			
Committee evaluates makes recommendation related to GLOBE retention. Assesses retention and school climate in detail. Clearly define what we want each student's/staff member's/board member's experience at GLOBE to be and then have tools/training plan to implement. Tools include culturally responsive teaching training and support for faculty or diversity training and support for faculty, staff, and governing board members. Annual climate surveys would be a key component of this. <i>See additional recommendations in Appendix D</i>	Diversity Committee	3/31/18	Recommendation and plan submitted to board  4/29/18 Note: Exit surveys and data regarding those who did not complete surveys requested, to include families that did not return between school years rather than withdrawing during the term.
Assess any budget needs related to Diversity Goals and request from Finance Committee	Diversity Committee	3/31/18	Budget request submitted
Explore and recommend transportation options for GLOBE	Diversity Committee	4/30/18	Recommendation and plan submitted to board To be explored by subcommittee with input from BOD RH, MH, and WA.
Committee evaluates and implements mechanism to collect and measure FRL ongoing	Diversity Committee	4/30/18	Diversity Committee confirms plan is implemented for fall of 2018 and ongoing  4/15/18 Note: DC Chair to provide revision to the diversity plan and address check list/guide that considers diverse student needs to be referenced by those planning events/making decisions. This should follow the equity audit or survey.

Zip	Region	Part of Town	17-18	18-19
30002		2 Avondale	2.7	2.8
30021		3 Clarkston	2.9	2.5
30030		2 Decatur/Emory	1.5	2.8
30032		5 East Decatur/Gre	3.7	1.8
30033		2 North Decatur	22.8	15.4
30034		5 Southeast Decat	1.5	1.4
30035		4 East DeKalb Sna	1.3	1
30038		4 Panola/Arabia M	2.5	1.4
30058		4 Lithonia	1.9	2.3
30072		3 Pinelake	0	<1
30079		2 Scottdale	<1	1
30083		3 Stone Mtn/Pine L	6.7	6.4
30084		2 Tucker	8.1	7.2
30087		3 Stone Mtn	2.9	3.3
30088		4 East DeKalb/Rec	<1	0
30294		5 Ellenwood	1.7	1
30306		2 Highlands	<1	<1
30307		2 Emory	<1	1
30316		5 South Decatur/G	2.9	1.8
30317		3 East Lake	<1	0
30319		1 Brookhaven	7.1	8.5
30324		2 LaVista Park	<1	1.2
30328		1 Dunwoody/Perim	0	<1
30329		2 North Druid Hills	4.3	4.6
30338		1 Dunwoody	2.1	3.8
30340		2 Evansdale/Dorav	5.1	4.9
30341		1 Chamblee	8.6	7.3
30345		2 Oak Grove/North	12.2	11.3
30346		Dunwoody/Perim	0	<1
30360		Dunwoody	0	1.2

Region	17-18	18-19
1	17.9	22
2	51.3	53.6
3	13	12.6
4	6.9	5.3
5	10	6.2

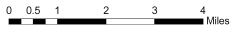
## DeKalb County School District Region Map 2017 - 2018 School Year



\*All Middle & High Schools attendance areas are the same with the exception of Sequoyah Middle School feeding students into Chamblee HS & Cross Keys HS.

Map reflects attendance areas as passed by the Board of Education on March 7th, 2016 and July 11th, 2016 & various amendments by the City of Atlanta.

The annexation of Emory University will become effective for school enrollment purposes on July 1, 2018.



DeKalb County School District  
Planning Department  
Map Date: February 26, 2018



## **List of Multicultural Activities**

Summer Picnic

International Fest

European Day of Languages Video Competition (GLOBE Overall Winner - Jackson Rosero 7th French) - September 2017

Fall Screen on the Green

Hosh Hashanah Celebration - Parents invited students to participate in learning about this event

Hispanic Heritage Celebration - September 2017

Kennesaw State Confucius GA 1st DLI Conference (GLOBE teachers presented best practices) - September 2017

Interview with FOXNEWS correspondent at LC - October 2017

NABE Essay Competition (GLOBE students grades 4-7th participated) - October 2017

Brazilian Consulate and GLOBE - Mobile Library Project to promote literacy and knowledge of languages and cultures - October 2017

GSU World Languages Day - October 2017

Skype pals with China grades 1-2 Chinese track - November 2017

Inaugurated GaDOE DLI Video Diary, GaDOE interviewed teachers, students, and admin - November 2017

Pen pals exchange with students in France, 6-7th grade French - 2017-2018

DLI in a Day inauguration with the GA Department of State - January 2018

Skyping with Costa Rica grades 2-5, 7th grade - February 2017

Hosted Read Aloud training with the French Embassy bringing in French teachers from several area schools - February 2018

Chinese Heritage Celebration - February 2018

GLOBE Lead with Languages Campaign - February 2018

Pen pals exchange with Colombian students, 3rd grade Spanish - March 2018

GAOME Essay Competition (GLOBE won in grades 1 Jayden, 2 Rohan and 5 Natalie ) - March 2018

French Drawing Contest with the Alliance Francaise (GLOBE Winners - Alex Purvis, Sophia, - March 2018

GLOBE Auction - International Books / Literature donated - March 2018

International Day at the Capitol (GLOBE students greeted international business leaders visiting Atlanta, UN members, and key policy-makers, state Superintendent) - March 2018

French Heritage Celebration - March 2018

FACE Foundation / French Embassy Grant for Training Teachers in content training - Number Talks - April 2018

Annistown Skype with 3rd Spanish - April 2018

Hosted FLES Language Competition - April 2018 (Several GLOBE students grades 1-5 will participate)

World Language Academy with 3rd Spanish Skype - May 2018

Hispanic Black History Month

Black History Month

Spring Screen on the Green

Trunk or Treat

DRAFT