



DART

Diversity and Respect Team

Why DART?



Staff Resolution of fall '08:

- Stand up for the values of civility, diversity and respect.
- Form a broad-based steering committee to:
 - Develop a diversity/respect blueprint.
 - Serve as an advisory body for programs, activities and curriculum relating to diversity and respect
 - Review MSHS Policies/standards of conduct.
 - Address our “Cultural Responsiveness” profile.
 - Assist in the development of SIP Goal #5

Diversity and Respect Team

Name	Capacity
Thomas Tilton	Counselor/Chair
Elaine Maimon	Counselor
Beth Castle	Administrator
Greg Hart	Administrator
Lindsey Jorgenson	Teacher
Maggie Lucking	Teacher
Amy Anderson	Staff
Robyn Schirmer	Student/ASB
Craig Hauser	Student
Jane-Ellen Seymour	Parent
Paula Matthysse	Parent
Rudy Edwards	School Board Member
Monty Wright	Community member



DART Mission Statement



The mission of the Diversity and Respect Team is to provide assistance and leadership toward the development of programs and strategies which promote respect and cultural responsiveness, honoring each individual, promoting respectful behavior among all students, staff members and visitors, and fostering a positive, safe school environment in which to learn and work.

Some DART topics to date

- “Today in school.....”
- Preview and review of diversity related activities: MLK, DOS
- Concepts, definitions:
 - Cultural Competence
 - Cultural Responsiveness
- Cultural Responsiveness, baseline data and assessment:
 - Staff
 - Students
 - Parents
- Addressing the blueprint:
 - Program Planning
 - L.I.T. Plan: S.I.P. Goal #5
- Training and consultation
 - For our committee
 - For our staff





Diversity/ Respect Blueprint

- A plan of action
- Based on assessment, including staff and student perceptions.
- Comprehensive and sustainable
- Emphasis on transparency

Assessing our Cultural Responsiveness



- Survey data
 - 2008 HYS
 - Building Climate Survey
 - ESD Student Perception Survey – revised
 - DOR Survey
- Anecdotal information
 - What are our observations, what are people seeing?
What are people saying?
- School data
 - Discipline and referrals related to bullying, harassment, disrespect.



Where is this going?

Phase I: “Intake,” observation, reflection

Phase II: Assessment

Phase III: Action: Staff training,
implementation of plan.

“KEEPING THE PEACE” AWARD PROGRAM

- Given in recognition of behavior which contributes to a climate of acceptance, respect and safety at Mount Si High School. Even a simple act of kindness qualifies.
- Administered by MSHS DART.
- Nomination via email to TT.
- Certificates issued at assembly or announced via morning announcements (or both).
- Recipients recognized at end of the school year.

In recognition for

Keeping the Peace

DART
Mount Si High School
Diversity and Respect Team



This certificate is awarded to

Stuart A. Student

In appreciation of your contribution to a climate of acceptance, respect and safety for all in the Mount Si High School learning community.

Principal

Date

DART

Date

Mount Si High School: A "No Place for Hate" School