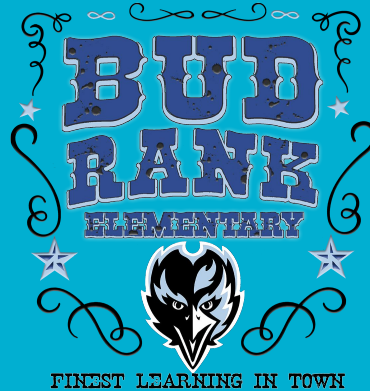


Conversation with the Principal

February 2024



Intercultural Diversity Advisory Council (IDAC)

Welcome

Special Guests

Yasmin Qwfan - Community Participant

Julie Lutton - BR Parent, Co-Chair Community Advisory Committee

Justin Bell - Community Participant

Ralphyal Kajitani - Student Representative

Dr. Saul Salinas, Coordinator Community Relations

Darin Tockey, Area Superintendent Clovis North Area

Dr. Marc Hammack, Associate Superintendent Leadership

Deena Combs-Flores -Board Member of Clovis Governing Board

Intercultural Diversity Advisory Council (IDAC)

The Clovis Unified School District Intercultural Diversity Advisory Council (IDAC) is composed of school site parents that participate at the site and district-level climate assessment/problem-solving meetings. The primary purpose of the Intercultural Diversity Advisory Council (IDAC), originally formed in 1988 as the Intercultural Advisory Council, is to assist in the formation and review of policies that assure non-discriminatory practices in all operational areas of the Clovis Unified School District. Its further mission is to assist and partner in improving the cultural environment of the district. These parent groups, which are at every school site, assist in the formation and review of thirteen cultural competency focus areas. Each school highlights via its IDAC webpage three focus areas each year.

Clovis Unified School District

Curriculum, Instruction, & Accountability

- 1. Focus Group Achievement
- 2. Multicultural Education
- 3. Educating students on policy & and complaint handling procedures.

Human Resources & Policy

- 8. Hiring for diversity action plan.
- 9. Policy (involving racial bullying, & sexual harassment).
- 10. Complaint handling (Racial bias discrimination/complaint handling procedures)

IDAC

School Culture

- 4. Diverse Representation & engagement (Increase participation of underrepresented groups)
- 5. Student Human Relations Council (PASA)
- 6. Acceptance and understanding of all students

Parents and Community

- 7. Diverse representation & engagement. Administration and parents work to solve issues discussed at site, area, and district level parent meetings.

Professional Development

- 11. Promoting Understanding of Cultural Differences (staff training).
- 12. Policy (Educating staff about sexual harassment, gender equity, racial bullying, & sexual harassment)
- 13. Complaint Handling (Racial bias discrimination/complaint handling procedures)

2023-2024 Bud Rank IDAC Focus Areas

Faculty & Staff

- #1 Focus Group Achievement
- #8 Hiring for Diversity Action Plan
- #9 Policy (Involving Racial Bullying & Sexual Harassment) Re: Title IV

Students

- #4 Diverse Representation & Engagement
- #8 Multicultural Education
- #9 Acceptance & Understanding of All Students

Parents

- #8 Hiring for Diversity Action Plan
- #11 Promoting and Understanding of Cultural Differences (Staff Training)
- #6 Acceptance & Understanding of All Students

2023-2024 Bud Rank IDAC Focus Areas

#1 Focus Group Achievement

Hispanic, Socioeconomically Disadvantaged, Asian, Students with Disabilities, & African American/Black

#4 Diverse Representation & Engagement

Increase student participation of underrepresented groups

#8 Hiring for Diversity Action Plan

Increase employee diversity to meet student diversity

Questions & Comments



Focus Group Achievement Student Demographics

Student Group	Percent of Total Enrollment
Female	52.6%
Male	47.4%
American Indian or Alaska Native	0.5%
Asian	11%
Black or African American	3.4%
Filipino	3.2%
Hispanic or Latino	27%
Two or More Races	5.1%
White	48.9%
English Learners	3.7%
Socioeconomically Disadvantaged	19.2%
Students with Disabilities	10.1%

Focus Group Achievement

Smarter Balanced Summative Assessments (SBAC)						
Year Ending	All Students		Hispanic Students		Socioeconomically Disadvantaged	
	ELA	Math	ELA	Math	ELA	Math
2019	77.0%	70.0%	75.0%	67.0%	65.0%	47.0%
2022	75.6%	65.6%	66.0%	53.0%	59.0%	49.5%
2023	76.0%	70.0%	66.0%	66.0%	54.0%	56.0%
Year Ending	Asian Students		Student with Disabilities		African American/Black Students	
	ELA	Math	ELA	Math	ELA	Math
2019	84.0%	79.0%	36.0%	29.0%	68.0%	60.0%
2022	78.0%	78.0%	26.0%	37.0%	43.0%	50.0%
2023	85.0%	80.0%	19.0%	35.0%	44.0%	56.0%

Focus Group Achievement – Student Tracking

Student Dashboards

Demographics & Data Collected and Review Annually

Student Trackers

Data tracked, updated and shared with parents 3-4 times a year

Focus Group Achievement – Instruction

Response to Intervention

Tier I – Best First Time Instruction

Tier II – Small Group or 1:1 Instruction

Tier III – Intervention

During School – TK-6th

Before/After School (K-3, 4 & 6)

Summer School

Focus Group Achievement – Instruction

Help for Struggling Students

Intervention – ELA & Math

Transition Services for 5th–6th

All 4 Youth

Clovis Support & Intervention

Student Study Team

504

IEP

Focus Group Achievement - 23/24 Academics

Next Steps

Essential Standards - Re-calibration, Articulation, Interventions based on Essential Standards

ELA - Science of Reading K-3rd, Refurbished Leveled Readers for K-1, Core Lit for 3rd-6th

Math - Math Fact Mania & Daily Math Facts TK-6

Intervention - Bubble Students & 4th-6th Grade

i-Ready - My Path Lessons Assigned and Monitored

Data - More in Depth, Comparables, Discussions, TGLE Meetings, Teacher Chats

Behavior - Monitor & Track how it Impacts Achievement

Questions & Comments



Diverse Representation & Engagement

Our Student Groups, Teams, Activities must be a reflection of our diverse school.

- Student Council
- Student Ambassadors (Human Relations)
- Drama Production
- Oral Interpretation
- Athletics (Varsity-C Team)
- Awards (Academic/Block BR/Athletics)
- Incentives
- Code System
- Ravens & Big Raven/Little Raven
- Activities (Donuts/Muffins, Dances, PTC Events)

Diverse Representation & Engagement

Groups, Teams, and Activities Participation Rates

White Students 60-65% (48.9%)

Hispanic Student 20-25% (27%)

Socioeconomically Disadvantaged Students 8-10% (19.2%)

Students with Disabilities 5% (10.1%)

African American/Black Students 3% (3.4%)

Diverse Representation & Engagement

Next Steps

Tracking system to look at diversity in activity, grade, and by culture

Exit Interviews for 6th Graders

Student Surveys about participation and non-participation

Questions & Comments



Hiring for Diversity Action Plan

The employees diversity should match the the diversity of the students & community.

Bud Rank Student & Staff Diversity			
	Students	Faculty/Admin	Total Admin/Faculty/Staff
Female	53%	83%	80%
Male	47%	27%	20%
White	49%	83%	71%
Hispanic	27%	14%	20%
Asian	11%	0%	8%
African American/Black	3%	3%	1%

Hiring for Diversity Action Plan

Barriers

Lost more teachers than gained over the last 10 years

Majority of teacher candidates are female & white

Lack of Special Education Teacher Candidates

Instructional Aide shortage

Hiring for Diversity Action Plan

Plan

Recruit Diverse Candidates

- Job Fairs, Community Connections

- Interdistrict Transfers

- Recent Graduates & Bud Rank Alumni

Collaborate with Support Services

- Campus Catering

- Custodial

- Special Education

Hiring for Diversity Action Plan

Monitor

Teachers

Support Staff

Coaches & Advisors

Student Population

Hiring for Diversity Action Plan

Next Steps

Expand Recruitment of Former Students

Connect with Community and Faith Leaders for Recruitment

Encourage and Support Current Classified Staff to become Teachers

Questions & Comments



Upcoming Events

Kindness Week - February 12th-16th

Multicultural Week - March 11th-15th - Open House March 13th

Abilities Week - April 8th - 12th

Folklorico - May 6th

Conversation with the Principal - 1st Tuesday of the month - March 5th (SART)

Parent Teacher Club - 2nd Tuesday of the month - February 13th

More Information

Website: budrank.cusd.com

Newsletter: Raven Reporter emailed every Friday

Contacts

Principal - Ryan Gettman @ ryangettman@cusd.com

Guidance Instructional Specialist - Jessica Sanchez @ jessicasanchez@cusd.com

Guidance Instructional Specialist - Jason LeFore @ jasonlefore@cusd.com

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