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**Diversity Plan Work Groups and Student Assignment Task Force**

*June 2013*

**Overview**

The Board of Education formed the **Student Assignment Task Force** in late 2007. The Task Force serves as an advisory body to the Board and the Director of Schools. It was originally purposed to monitor the development and impact of the 2008 Student Assignment Plan approved by the Board of Education.

This Task Force is being reconstituted and re-purposed to observe the management of the growing diversity in our district and decisions made that impact diversity of students and staff. Its findings and recommendations will flow to the Director of Schools who reviews them with the assistance of the appropriate **Diversity Plan Work Groups**, which are described in attached documents.

Metro Schools has long demonstrated a commitment to its increasingly diverse student population. Organizations effectively managing diversity tend to deliver higher value of service. The Task Force will hear from the Diversity Plan Work Groups focusing on: School options that enhance diversity and equity; enhancing diversity of certified and non-certified staff; improving school performance in relation to diverse student populations; and ensuring financial investments enhance and guarantee diversity.

*“We embrace and value a diverse student population and community. Different perspectives and backgrounds form the cornerstone of our strong public education system.*

*To succeed we must…Ensure that school leadership is focused on high student achievement and cultivates an environment that produces excellence for a diverse student body.”*

Board Mission and Vision Statement

**Diversity Management Plan**The School Board approved a Diversity Management Plan on March 12, 2013 and the Board unanimously adopted a Diversity Resolution on November 13, 2012 calling for all students to be “provided the benefits of learning in diverse settings” and stating “quality, diverse schools at all grade levels are indispensable to the civic and educational purpose of this School District.” The Diversity Management Plan outlines goals and objectives as the school district manages its growing diversity. The Diversity Management Plan calls for schools to have meaningful integration, with racial/ethnic, income, language and ability/disability diversity among students.

Metro Schools also uses its student assignment policies, including the 2008 rezoning plan and SBO 1.105, as well as strategies outlined in the U.S. Department of Education’s *Guidance on the Voluntary Use of Race To Achieve Diversity and Avoid Racial Isolation in Elementary and Secondary Schools*, to promote diversity, through choice, in its schools.

**Composition of the Student Assignment Task Force**

Each Board member appoints onecommunity member to the Task Force for a one-year term. In addition, the Mayor appoints one committee member, the Director of Schools appoints one committee member and staff members with relevant expertise, and the Board chair appoints one Board member to serve as a committee member and Task Force chair. Three additional members will be nominated by the Director of Schools and approved by the Board of Education to reflect the racial and ethnic composition of the overall district.

**Composition of the Work Groups**

Under the leadership of the Director of Schools, the four Work Groups (on school options that enhance diversity and equity; on enhancing diversity of certified and non-certified staff; on improving school performance; and on ensuring financial investments enhance and guarantee diversity) will produce analysis and recommendations for the Director of Schools on diversity preservation and enhancement. Work Groups may generate their own topics or respond to questions or issues from the Director of Schools. The Director of Schools will appoint Work Group members from existing planning groups, such as Transformational Leadership Groups and principals engaged in the iZone/ Tribal Education work. Each Work Group will have members with a variety of expertise and perspectives, and will include district staff and one or more community representatives.

**Commitment of Task Force Members**

Task Force members will consider the long-term strategy of managing diversity and have a passionate commitment to preserving and expanding diversity in Metro Schools. Members will also have a commitment to including voices that reflect the diversity of our district. Members are expected to attend an organizational meeting and two 2-hour meetings, one in the Fall 2013 and one in the Spring 2014. Before attending meetings, Task Force members will review related data and metrics, to be provided seven to ten days before each meeting. Task Force recommendations to the Director of Schools should be consistent with the Diversity Management Plan.

Target date for appointing new members is July 31, 2013.

There will be an organizational meeting for members Thursday, August 15, from 5 to 7 p.m., Board Room, 2601 Bransford Avenue. Dr. Jesse Register will present the diversity plan to members at this meeting.

At the Fall meeting, to be held Tuesday, November 5, from 5 to 7 p.m., (in the Board Room, 2601 Bransford Avenue), members will receive and discuss the most recent enrollment and demographic figures in the school district.

At the Spring meeting, on a date to be determined, the group will have an opportunity to discuss and propose steps to best manage diversity in Metro Schools