

**D28**

**Diversity Plan  
Process**

**CEC Meeting**

**December 5, 2019**



# Agenda

**Welcome and Context**

**Interactive Introductions**

**What is the D28 Diversity  
Plan Process?**

**FAQs**

# Welcome and Context

**The D28 Diversity Plan is a community engagement and planning process to increase middle school diversity and academic outcomes in Community School District 28.**

# How did we get here?

1. D28 applied for grant funding from DOE
2. DOE selected D28 because of its compelling application
3. WXY was chosen by the Panel for Educational Policy for its expertise in community engagement and school planning

# So what is the plan? There is no plan.

**D28 School  
Community  
Input**



**D28 Diversity  
Plan**

# Interactive Introductions

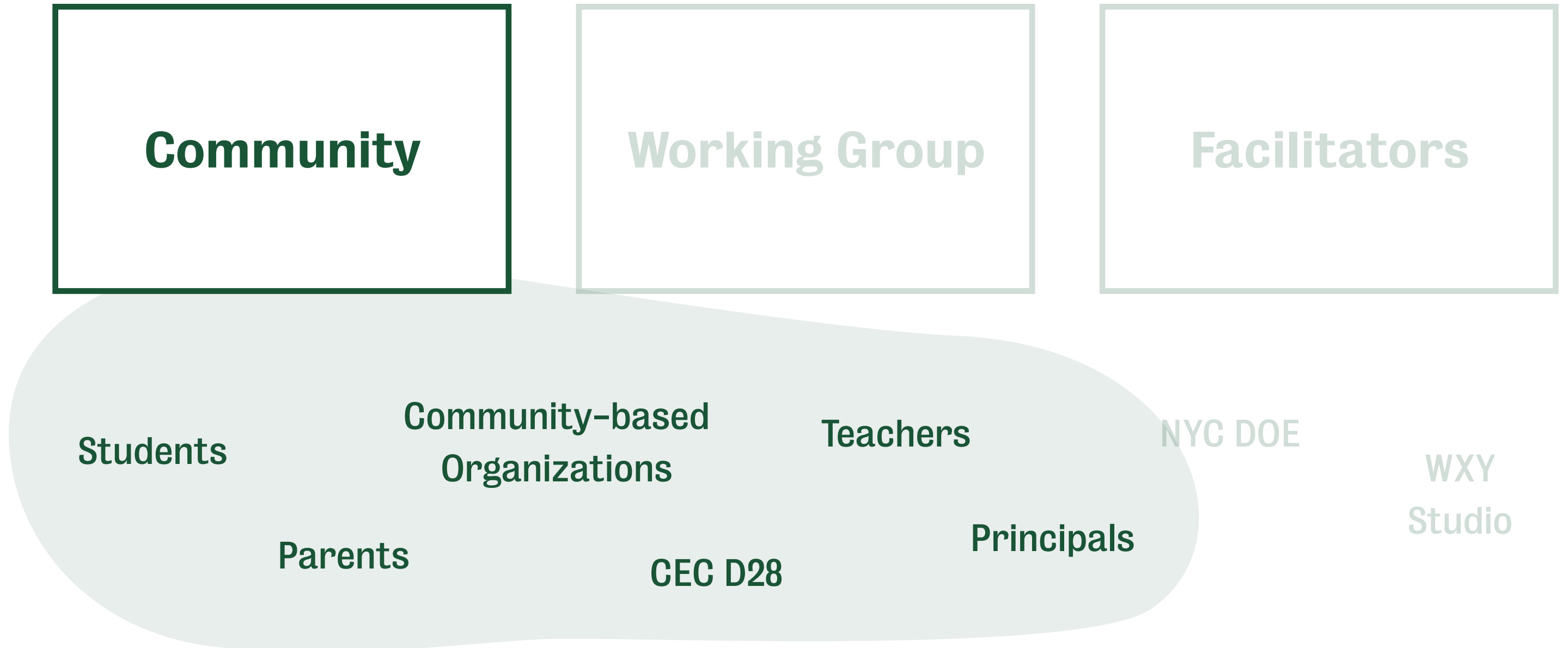
# What is the D28 Diversity Plan Process?



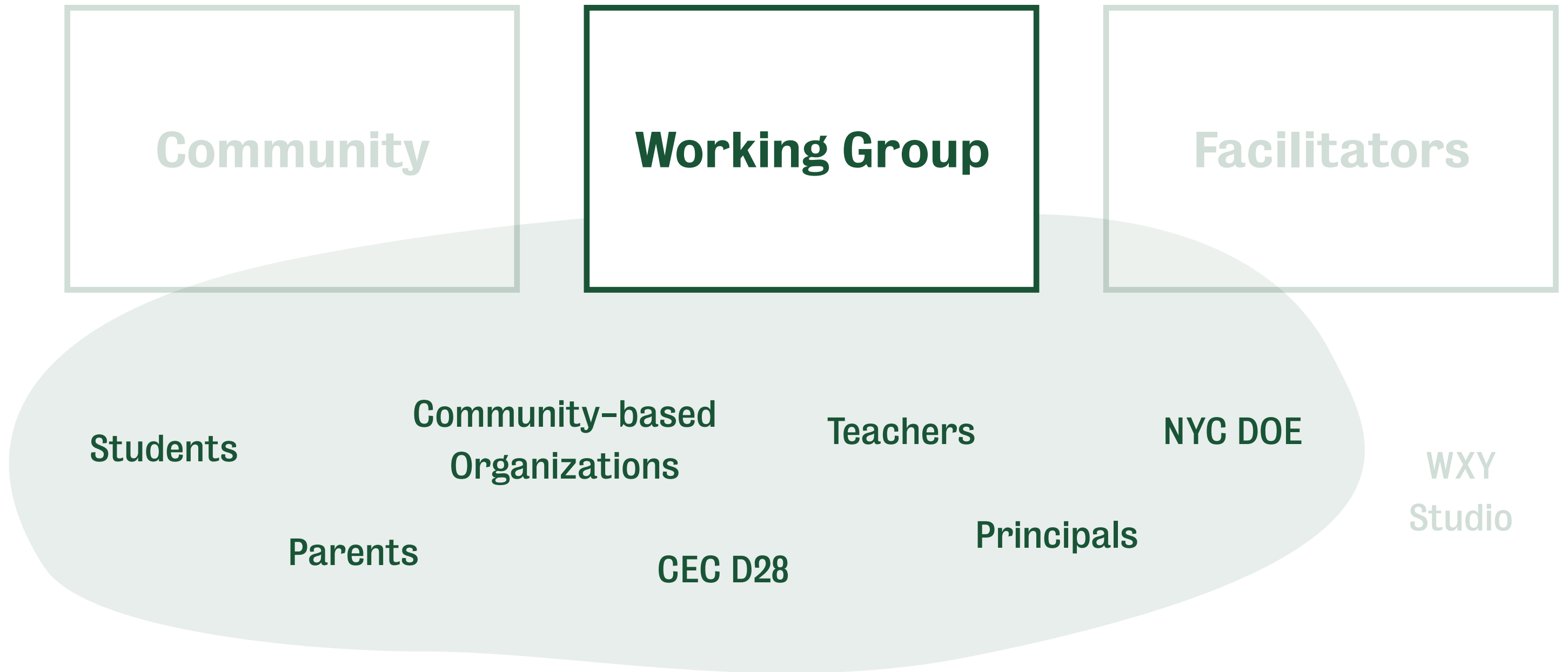
# Areas of Focus

- **Admissions Policies & Access to Information**
- **Equitable Resource Allocation (Equitable Access to Programs)**
- **Academic Excellence & Student Achievement**
- **Disproportionality**
- **School Capacity**

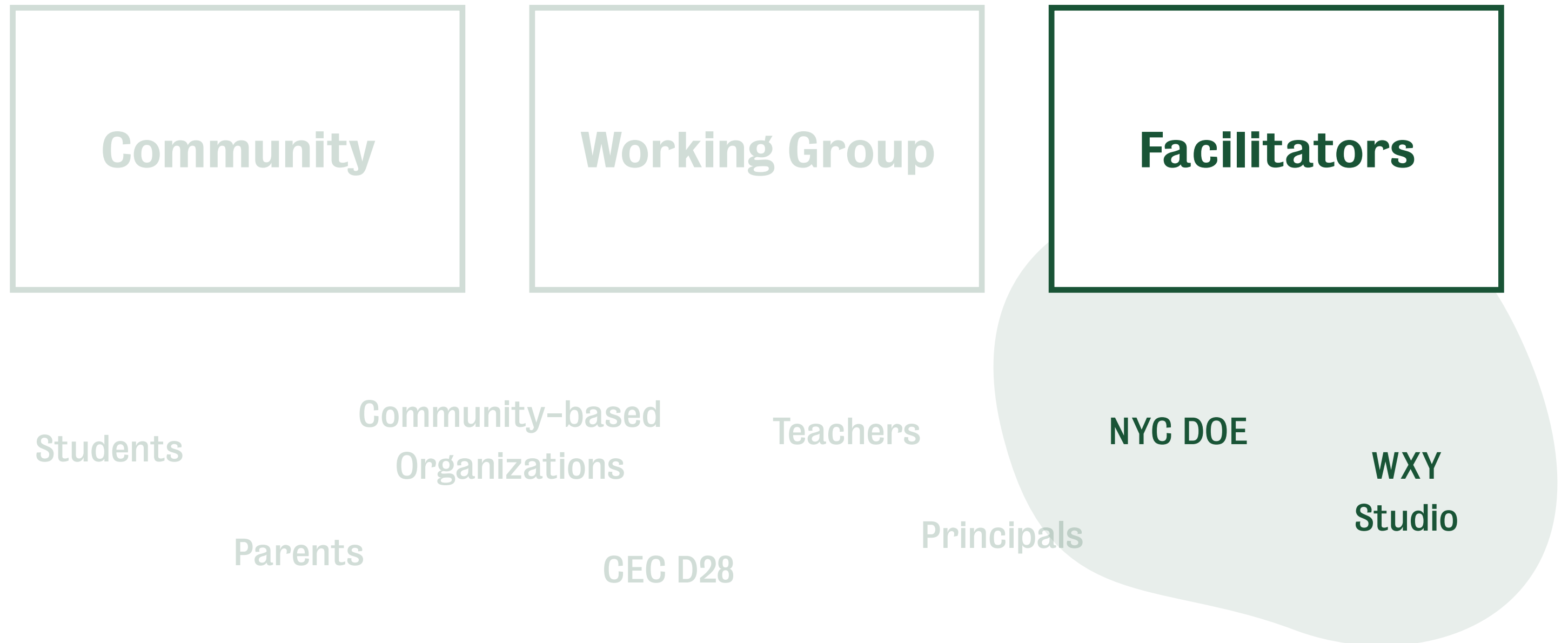
# Roles



# Roles



# Roles



# How was the Working Group Formed?

The Working Group was formed over 3 months by WXY in collaboration with DOE and the D28 Superintendent's Office, through a series of meetings and conversations with community stakeholders, including: parents, students, elected officials, district leadership, advocacy groups, and community-based organizations.

# How was the Working Group Formed?

The Working Group was formed over 3 months

Engaged with 150+ people from more than 70 organizations and schools.

Over 90 hours of in person meetings, phone calls, visits to schools.

Contacted all school principals and all community boards. Hosted in person briefing with electeds.

and community-based organizations.

# Where Recommendations Came From

**Students:** Superintendent, School Principals

**Teachers:** UFT

**Principals:** CSA

**Parents:** President's Council,  
Principals, Parent Coordinators

**Community Based Organizations +  
Advocacy Groups:** Superintendent,  
elected officials, parents

# Where Recommendations Came From

Students: Superintendent, School Principals

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Parents: President's Council,  
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Community Based Organizations +  
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elected officials, parents

Increased  
the number  
of spots for  
parents in Working  
Group based on  
feedback.



# Principles for Deciding Working Group

## District Geography

Are all parts of the district's geography represented?

## Local to District

Priority to people and organizations local to D28 and Queens.

## Anchored in History

People who care about the history of Queens, NYC, and their communities.

## Experience Working on Issues of Diversity, Equity, and Integration

People who want to help move the process forward, not just block the process.

## Diverse Representation

Ensuring the group has representation from the major communities of D28.

# Working Group Members

|                |   |
|----------------|---|
| Superintendent | District 28   |
| Central Staff  | New York City Department of Education                                 |
| Parent         | JHS 217 Robert Van Wyck   |
| Parent         | Metropolitan Expeditionary Learning School                            |
| Parent         | PS 80 Thurgood Marshall Magnet School of Multimedia and Communication |
| Parent         | PS 82 The Hammond School  |
| Parent         | PS 303 Academy for Excellence through the Arts                        |
| Parent         | Pending   |
| Principal      | JHS 157 Stephen Halsey  |
| Principal      | PS 48 William Woodsworth  |
| Member         | Forest Hills Asian Association  |
| Member         | South Asian Fund for Education Scholarship Training                   |
| Member         | Caribbean Equality Project  |
| Member         | Community Education Council District 28                               |
| Staff          | Queens Community House  |
| Staff          | Queens Youth Justice Center   |
| Student        | JHS 8 New Prep  |
| Student        | JHS 190 Russell Sage  |
| Teacher        | PS 117 J Keld Briarwood School  |
| Teacher        | Q332 Redwood  |

# Diversity Plan Process



**Community input serves as the foundation for the plan's framework and recommendations.**

# Process Diagram

## Framing

Jan 2020

**Public  
Workshop #1**

**Working  
Group**

## Themes, History, & Best Practices

Feb - Mar 2020

Public  
Workshop #2

Working  
Group Draft  
Recs

## Options

Apr - May 2020

Public  
Workshop #3

Working  
Group Draft  
Plan

## Final Presentation

May - Jun 2020

Community  
Presentation

Working  
Group Final  
Plan

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There will be additional meetings throughout the process with hard-to-reach groups, determined by the Working Group.



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**Community feedback is collected at every stage of this process**

# FAQs

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## What has happened so far?

D28 applied for and was awarded grant funding from DOE for a community engagement process to create a plan to increase school diversity and improve student outcomes.

DOE, D28 Superintendent's Office, and WXY worked together to create a basic skeleton for a community engagement process. That process is described on our website [d28diversityplan.com](http://d28diversityplan.com) and is what we have presented tonight.

There is no plan, just a process.

Since September, WXY and the DOE have engaged with over 150 people from more than 70 organizations and schools. We've spent 90+ hours on in person meetings, phone calls, and visits to schools. We have spent even more time on email conversations and project coordination.

The [D28diversityplan.com](http://D28diversityplan.com) website was launched in early November. In late November, Superintendent Kong asked Principals to backpack home information about the process to all students.

Using information about D28, WXY is creating initial data analyses about the district. This will be presented at the first community workshop in January 2020.

# FAQs

## Why haven't we heard from you?

This is the pre-engagement phase because there are no dates or locations yet for the community workshops. DOE does not have all the emails for all parents in the district, but Superintendent Kong asked Principals to backpack home information about the process on Wednesday, November 27.

More updates about the community workshops will be coming through multiple modes of communication in 2020.

## What will happen with...? What about the issue of...?

Recommendations will be developed through the process, so at this point there are no recommendations. All your ideas are viable for how to make D28 even better! Because there are no recommendations, we don't know what will be impacted or how.

## Where will the public workshops take place?

Across the district, hopefully in middle schools.

## Will there be translation?

Yes! And childcare, food, and refreshments.

# D28

## Diversity Plan Process

Contact us at  
[D28diversityplan.com](http://D28diversityplan.com)  
[info@d28diversityplan.com](mailto:info@d28diversityplan.com)

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