

# **Haslett Public Schools**

## Equity Plan Update

**HPS Board Meeting**

**May 24, 2021**

**Terry K. Flennaugh, Ph.D.**

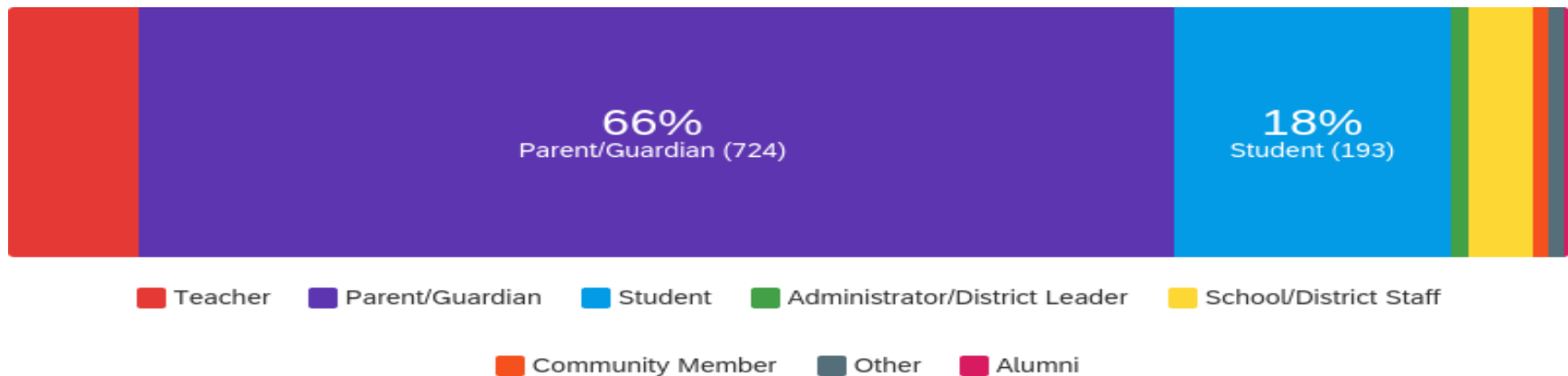
# Update Outline

1. HPS Equity Survey – Preliminary Findings
2. Equity Planning Committee
3. Timeline
4. Q&A

# HPS Equity Survey

# Q: What role best describes your position in the community?

Group	%	Count
Parent/ Guardian	66.30%	724
Student	17.67%	193
Teacher	8.33%	91
School/District Staff	4.03%	44
Administrator/District Leader	1.10%	12
Community Member	1.10%	12
Other	1.10%	12
Alumni	0.37%	4
Total	100%	1092



## Q - What is your race/ethnicity?

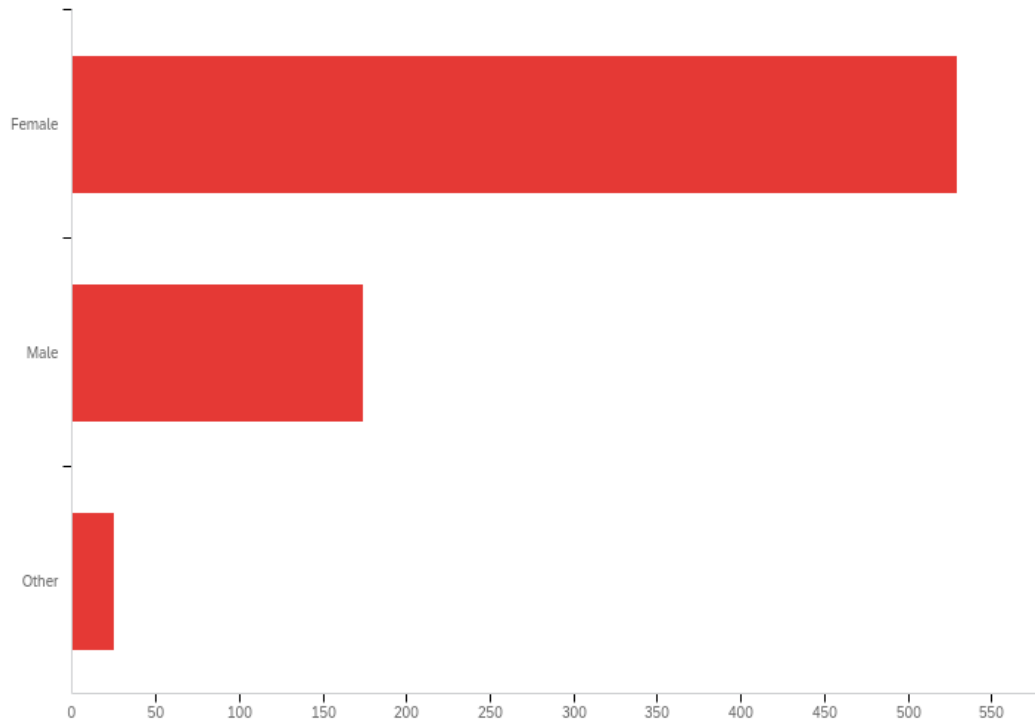
Answer	%	Count
White	78.84%	611
Asian or Asian American	4.65%	36
Hispanic or Latino or Spanish Origin of any race	4.52%	35
Black or African American	2.58%	20
American Indian or Alaskan Native	1.16%	9
Native Hawaiian or Other Pacific Islander	0.00%	0
Two or more races	3.74%	29
Other	4.52%	35

### District Composition

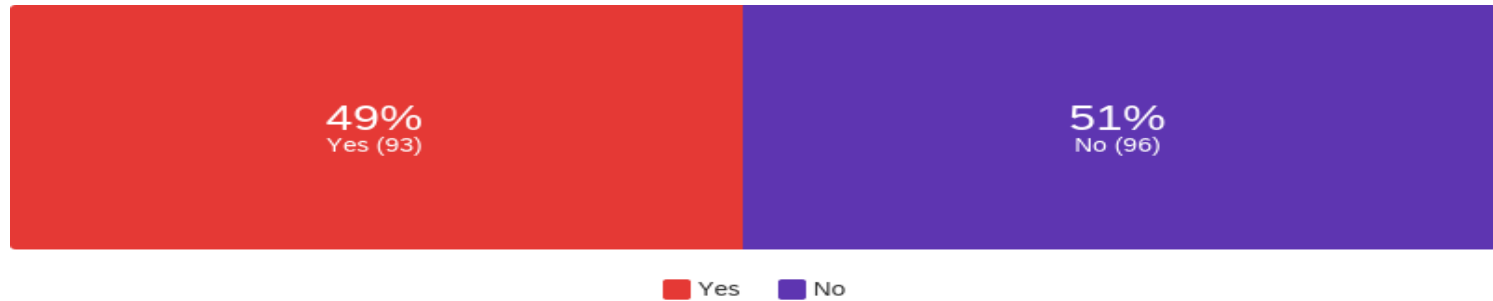


## Q - What is your gender identification?

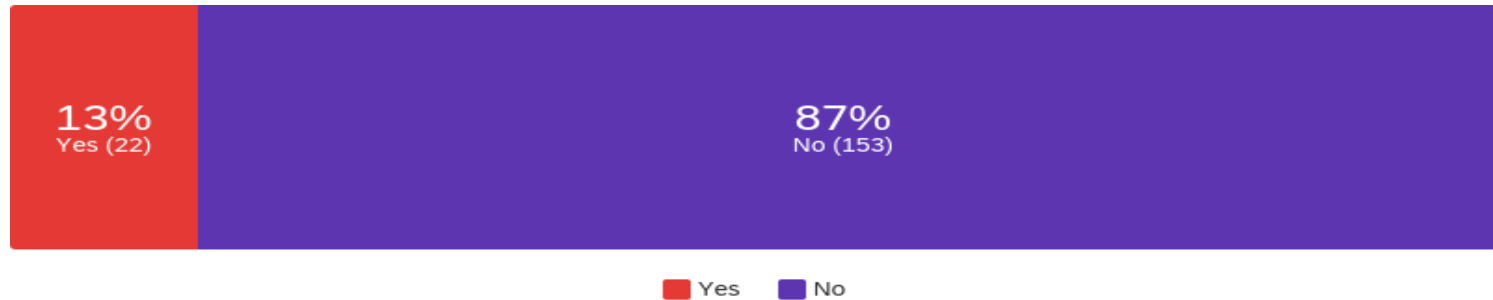
Answer	%	Count
Female	72.66%	529
Male	23.90%	174
Other	3.43%	25
Total	100%	728



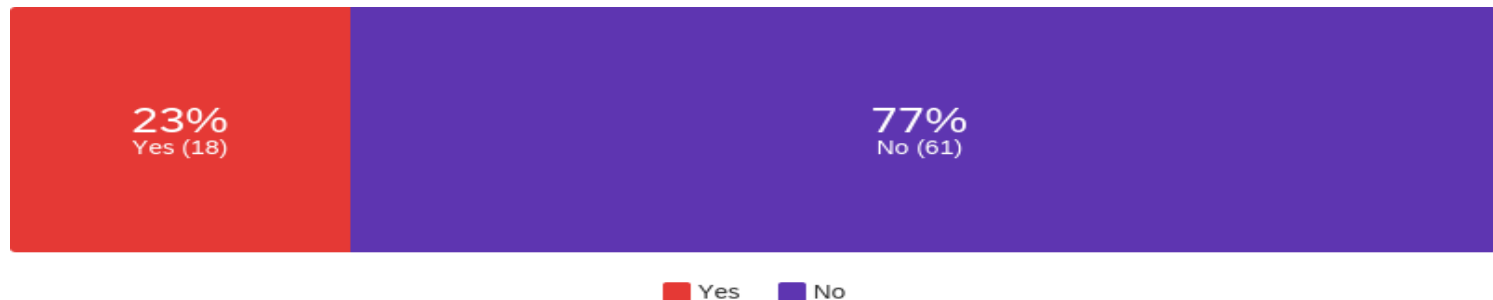
Q - Have you witnessed any instances of racial inequity or racial bias in Haslett Public Schools?



Q - Have you personally experienced racial inequity or racial bias in Haslett Public Schools?

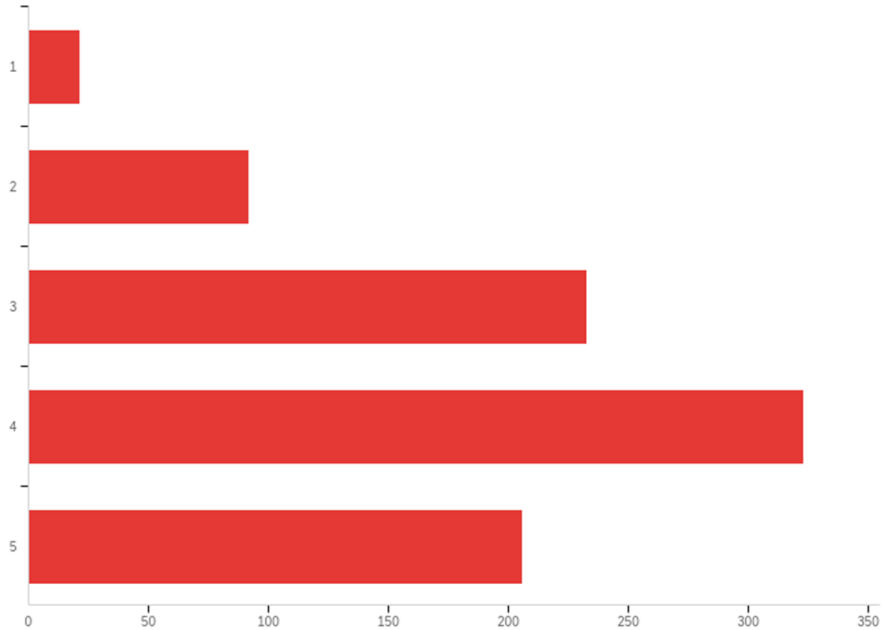


Q - Have you reported any of instances of racial inequity or racial bias to Haslett Public Schools faculty/staff?



Q - How would you rate Haslett Public Schools' overall commitment to equity for all students in the district? (1 = not committed and 5 = extremely committed)

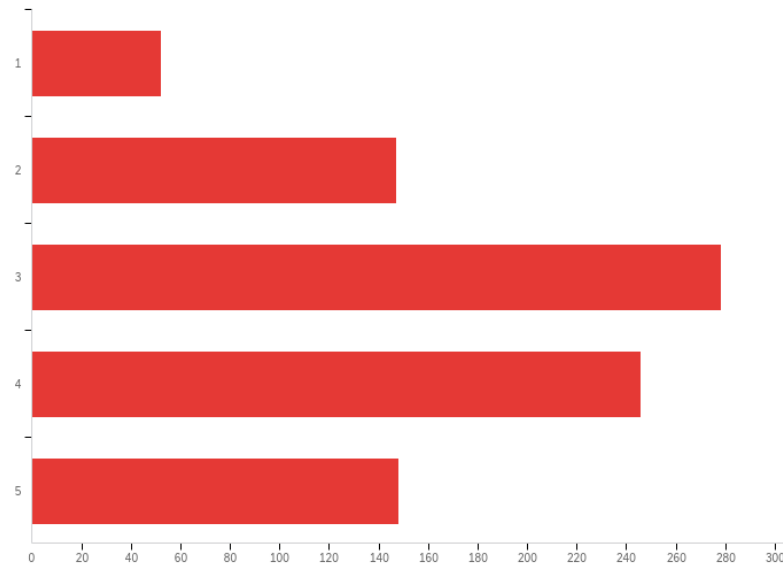
Answer	%	Count
NOT COMMITTED	2.40%	21
SOMEWHAT COMMITTED	10.51%	92
NEUTRAL	26.63%	233
VERY COMMITTED	36.91%	323
EXTREMELY COMMITTED	23.54%	206
Total	100%	875





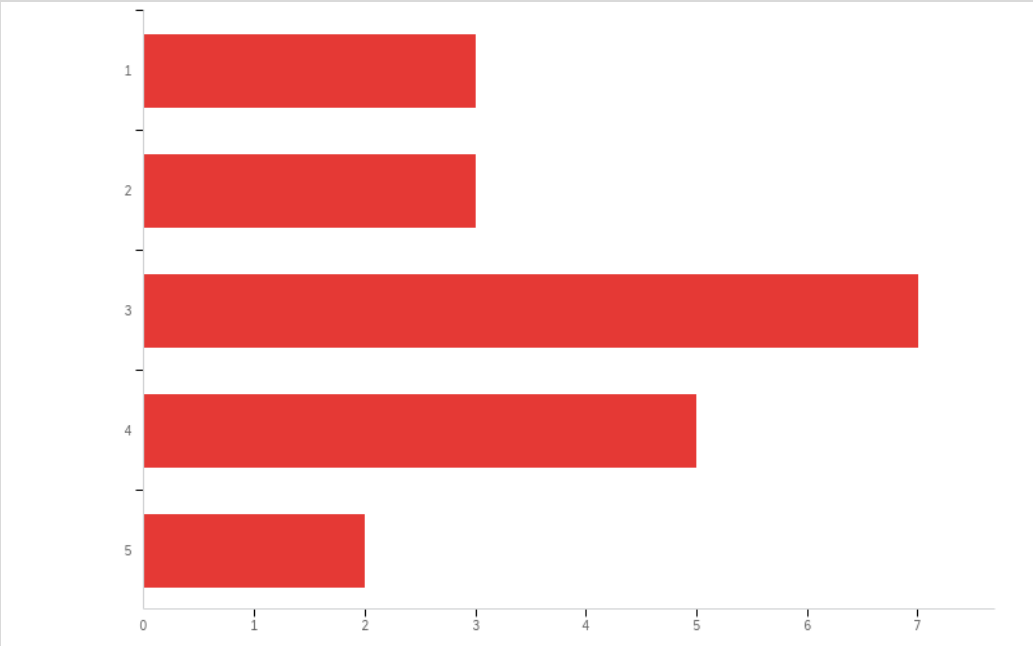
Q - How much do you feel diversity is valued in Haslett Public Schools? (1 = not valued and 5 = extremely valued)

Answer	%	Count
NOT VALUED	5.97%	52
SOMEWHAT VALUED	16.88%	147
NEUTRAL	31.92%	278
VERY VALUED	28.24%	246
EXTREMELY VALUED	16.99%	148
Total	100%	871



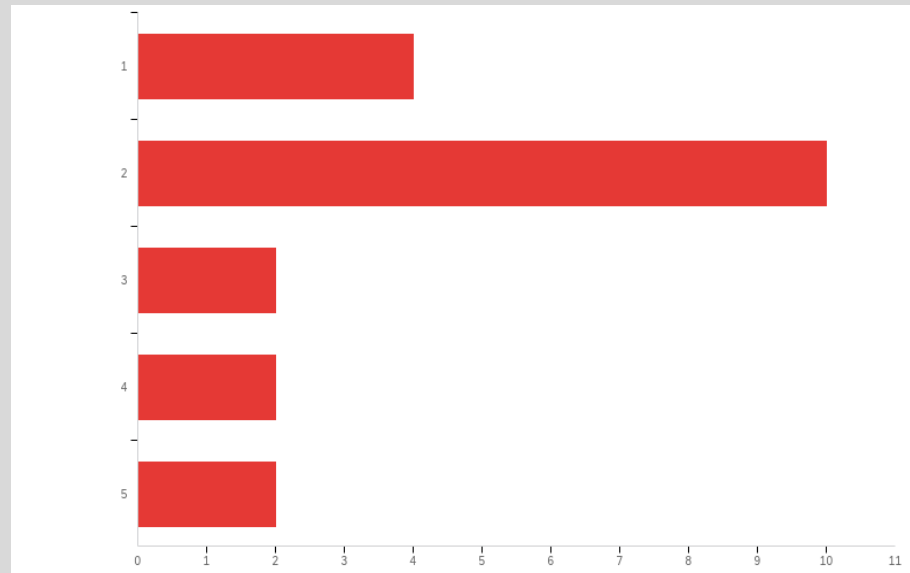
Q - How would you rate Haslett Public Schools' overall commitment to equity for all students in the district? (1 = not committed and 5 = extremely committed)

Answer	%	Count
NOT COMMITTED	15.00%	3
SOMEWHAT COMMITTED	15.00%	3
NEUTRAL	35.00%	7
VERY COMMITTED	25.00%	5
EXTREMELY COMMITTED	10.00%	2
Total	100%	20

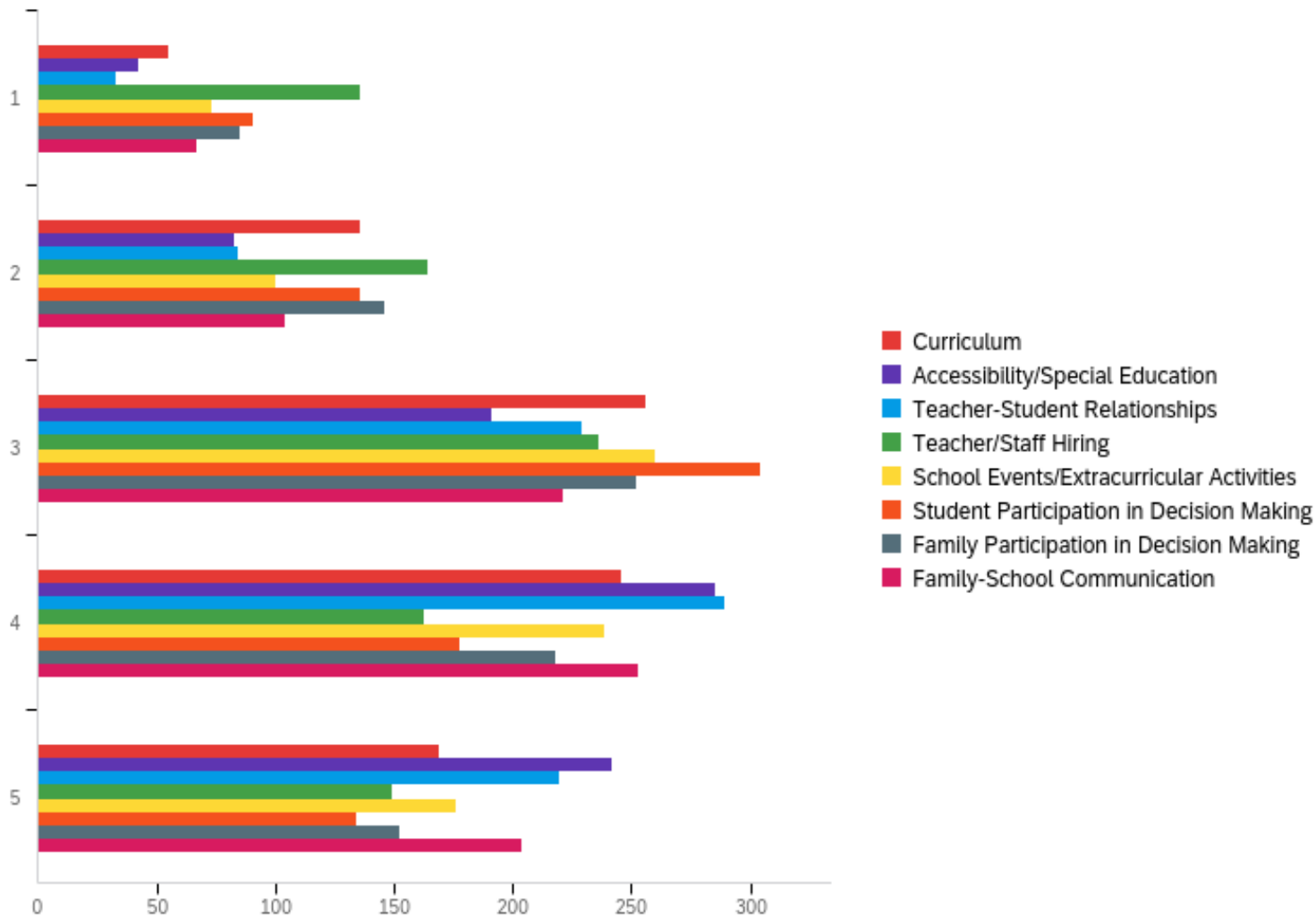


Q - How much do you feel diversity is valued in Haslett Public Schools? (1 = not valued and 5 = extremely valued)

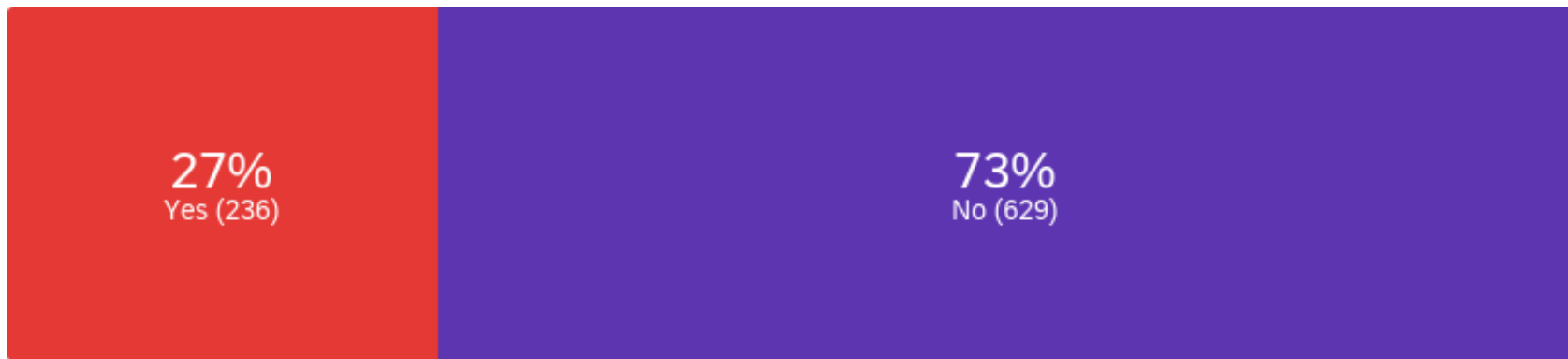
Answer	%	Count
NOT VALUED	20.00%	4
SOMEWHAT VALUED	50.00%	10
NEUTRAL	10.00%	2
VERY VALUED	10.00%	2
EXTREMELY VALUED	10.00%	2
Total	100%	20



Q - How would you rate Haslett Public Schools' commitment to infuse diversity/equity in the following areas? (1 = not committed and 5 = extremely committed—for every item)

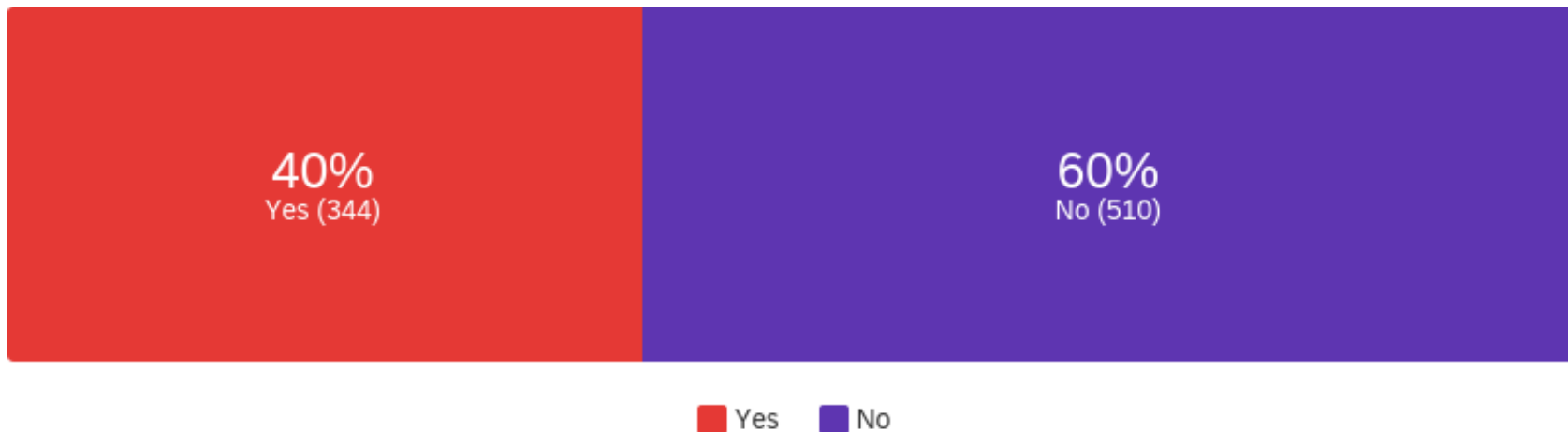


Q - Have you ever had an experience with a teacher, administrator, staff member or student that made you think diversity was NOT valued in Haslett Public Schools?

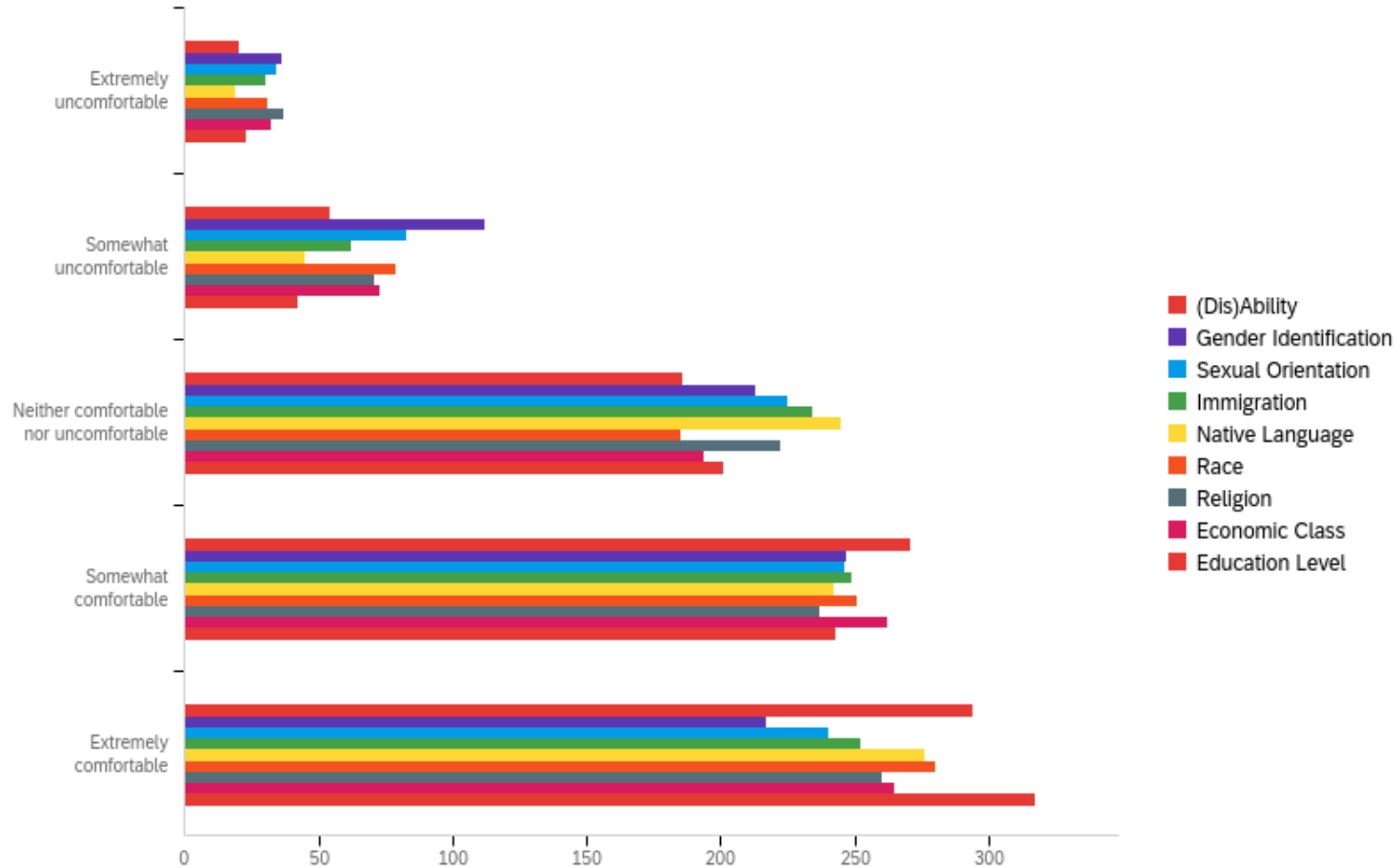


Yes No

Q - Have you ever had an experience with a teacher, administrator, staff member or student that made you think diversity WAS GREATLY valued in Haslett Public Schools?

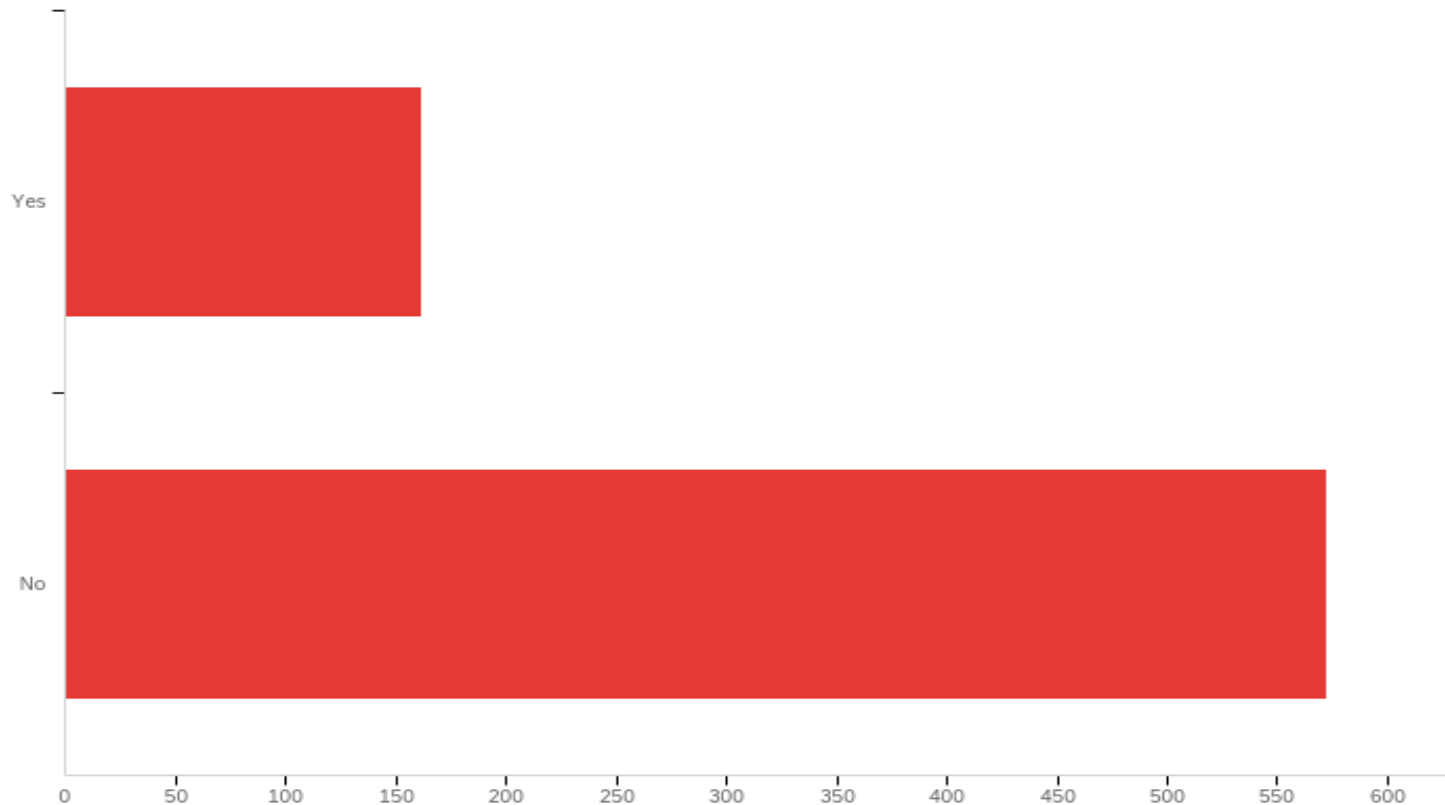


Q - How would you rate your level of comfort engaging in conversations focused on the following aspects of diversity, equity, and inclusion within Haslett Public Schools?



You indicated that you were uncomfortable engaging in conversations focused on one or more of the previously listed aspects of diversity, equity, and inclusion within Haslett Public Schools. Could you share why you feel uncomfortable discussing this topic/these topics within Haslett Public Schools?

Q - Would you be interested in volunteering for the Haslett Public Schools Equity Planning Committee? Equity Planning Committee members will be asked to meet three times at a mutually agreed upon time for no more than two hours in the coming months to work with Dr. Terry Flenbaugh from the Department of Teacher Education at Michigan State University on a district-wide equity plan.





# **Equity Planning Committee**

# TIMELINE

# HPS Equity Plan Timeline

May – August 2021: Meetings with Haslett EPC.

September – November 2021: Public Forums centered on EPC's draft equity plan.

December 2021 – Final equity plan (w/ community feedback) presented to district leadership and the Board.

**Q&A**