

Good Shepherd Lutheran School

Annual DEI Report - 2022/2023 School Year

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Good Shepherd Lutheran School is committed to creating an inclusive and equitable community in which all individuals can participate in and contribute to the life of the school. We actively work to gain a deeper understanding of differences and how we honor those differences in our daily lives. We strive to provide a welcoming environment for all of our students while continuously improving our cultural competence as a school community and beyond our campus as individuals.

Our work in the area of Diversity, Equity, and Inclusion (DEI) includes, but is not limited to, the following actions during the 2022/2023 school year:

- In partnership with our DEI consultant, GSLS is implementing best practices and following established guidance used by public and private schools who have adopted an approach to teaching diversity and inclusion on their campus in measurable ways demonstrating an increase in diversity across all materials, including library books, posters in the classroom, reading lists, curriculum, etc.
- GSLS has committed to regularly occurring DEI training which shall be provided annually to the Board of Directors and quarterly for Faculty, Administration and Staff.
- GSLS has committed to publishing an annual DEI report outlining our progress and future plans to our community.

Progress to Date:

- GSLS faculty and staff have completed several DEI workshops with our DEI Consultant and additional DEI experts associated with Dominican University of California with additional work planned quarterly on a go forward basis.
- GSLS Administrative leadership has completed DEI coursework and earned a certificate of completion from Cornell University. In addition, leadership is currently enrolled in the NEA (National Education Association) blended learning course, Diversity, Equity, and Cultural Competence in Classroom Instruction.
- The GSLS Board and Faculty Search Committee completed implicit bias training in advance of our recently completed leadership hiring process led by the internationally recognized firm of Carney Sandoe and Associates.

Remaining work in current School and Subsequent School Years:

- GSLS Board of Directors' Annual DEI Training Workshop on May 30th, 2023 led by GSLS DEI consultant.

Future Initiatives and Goals:

- Define the Vision, Values, Methods, Obstacles and Measures related to DEI at GSLS and incorporate the DEI V2MOM into a new GSLS Strategic Plan / V2MOM (projected completion Fall 2023/2024 school year).
- During the 2022/2023 DEI Curriculum workshop it was determined it would be beneficial to design a table showing diversity in our curriculum across each grade level. This table will be included in our seven year WASC report and a commitment to this work was submitted during our mid cycle WASC review.
- GSLS Board, Faculty and Staff to work with the new GSLS leadership team, starting July 2023, along with DEI consultants to further progress this initiative across the school community, curriculum and pedagogy.
- Enroll new GSLS leadership in relevant DEI coursework and adopt best practices that progress our DEI initiatives.

Report Summary:

During the 2022/2023 school year important steps and meaningful progress was made towards our goal of making Good Shepherd Lutheran School an inclusive and equitable community in which all individuals can participate in and contribute to the life of the school in a welcoming, culturally competent community. That said, significant work remains to be done and this broad based initiative will continue to evolve and progress throughout the remainder of the current school year and as we begin the 2023/2024 school year and beyond. We are excited to add two additional leaders to our school, a new Head of School and new Elementary Principal, both of whom will progress this initiative further with the full support of the Board, Faculty, Staff and Community. We welcome the engagement, feedback and contributions of our Faculty, Staff, DEI consultant, and Community as we continue our work in this strategic initiative.