

# DEI Goals

STERLING MONTESSORI

ALREADY  
ACCOMPLISHED

- Formed a Representative Diversity, Equity, Inclusion (DEI) Committee
- Forming Justice, Equity, Diversity, Inclusion (JEDI) Group
- DEI Plans Drafted
- Mission, Vision, and Goal Statements Drafted and Published on Website
- FAQs and Glossary Published to Website
- Student Representatives Added to DEI Committee
- Created List of Volunteer Interpreters by Language
- Cross Training - Montessori and EC teachers
- DEI Professional Development
  - Peaceful Schools
  - Racial Equity Institute
  - We Are Board Training
- Anti-Bias/Anti-Racist (ABAR) Questions in Formal Hiring Processes
- DEI and ABAR language and focus - Integral to Finding and Hiring Maureen
- Sending Out and Analyzing DEI Surveys
- Mid-Atlantic Equity Consortium (MAEC) Equity Audit
- DEI Committee Representation from each level and subgroup of the organization (CH, LE, UE, MS, EC, Specialists, Parents, and Students)
- Board Recommits to Following the Adopted DEI Plan
- Board Approves DEI 1,3, and 5 year Plan

# DEI Goals

STERLING MONTESSORI

ONE  
YEAR  
GOALS  
2023-2024

- Reshare SWOT analysis with:
  - DEI sub-committee shares with whole committee
  - Board (fall 2023)
  - Directors (fall 2023)
  - Instructional Leadership Team (January 2024)
  - Staff (Spring 2024)
  - Full community (Spring/Summer 2024)
- Revisit Vision and Mission Statements in committee and with board (fall 2023)
  - Crosswalk to AMS
- Detailed Demographic Reports by Group (race/ethnicity, gender, language, tenure, Montessori certification)
  - Teacher and Staff (August 2023)
  - Board (September 2023)
  - Student: Overall, Academy, Charter, CH, LE, UE, MS, by grades (October Board Retreat 2023)
- Retention Report (race/ethnicity & gender)
  - Student (specify by grade)
  - Teachers, Staff, and Administration
  - October 2023 to January 2024
- Diversify DEI Committee via the JEDI Group
- Weekly DEI Contribution to the Weekly Update
- Gender Identity Inclusive Policies & Practices

# DEI Goals

STERLING MONTESSORI

THREE  
YEAR  
GOALS  
2023-2026

- ABAR/DEI Professional Development Plan for All Sterling Staff, Administration, and Board
  - Self-Guided Toolkit on ABAR
  - ABAR Advisory Commission
- Educational Equity Policy addressing the harmful impacts of racial stress and trauma
- Develop a practice of participating in an Equity Audit, using the new AMS tool, every three to five years
- Develop a revised SWOT analysis based on the three to five year Equity Audits
- Build a Culture of Disaggregated Data Analysis (academics, incidents and discipline)
- Develop a Practice of Annual ABAR/DEI Goal Setting, based on above mentioned data reviews
- Build a Culture of Disaggregated Data Analysis (staff and board demographics)

# DEI Goals

STERLING MONTESSORI

THREE  
YEAR  
GOALS  
2023-2026

- Develop a Practice of Annual ABAR/DEI Goal Setting to address any underrepresented groups on our board or among our staff
  - Recruitment
  - Advertising
  - Retention
- All staff are assessed on ABAR/DEI competencies in educational equity as an integral part of annual performance reviews
- Community Dialogue and Professional Development for ALL on issues of Race and Equity
  - Courageous Conversations by Glenn Singleton
  - Color Brave Ted Talk, Mellody Hobson
  - Equity Audit from AMS
  - ABAR Advisory Council

# DEI Goals

STERLING MONTESSORI

FIVE  
YEAR  
GOALS  
2023-2029

- Increase socio-economic diversity demographics
  - Recruitment
  - Advertising
  - Buses/Lunch Program
  - Before & Aftercare
  - Creating a Staffing Structure that Services and Addresses the Need (Lower School Interventions, Lower School Counselor, Nurse, etc)
- Full Curriculum Audited with an ABAR/DEI Lense
  - Curriculum Plan Created to Address Deficiencies
  - Staff PD Plan Created to Address Deficiencies
  - Work Done in Partnership with the ABAR Advisory Council
- Sustained and Specialized ABAR/DEI Voice Among the Staff, Managing this Work in Partnership with Staff (moving to full community membership)