



DATA COLLECTION SUPPORT

The purpose of this self-study will be to collect data to drive decisions about diversity, equity, and inclusion (DEI) at both the classroom and school level. Specifically, a data collection team will work towards developing a deeper understanding of school-wide trends related to issues of DEI. The team will seek to modify old DEI goals and set new DEI goals, which will then determine what Chadwick International School needs to do in order to achieve these benchmarks.

ENGAGEMENT	OBJECTIVE	PURPOSE	PROCESS/PRODUCT
Engagement 1: DEI Problem	To identify the specific DEI problem(s) of practice that need to be solved	Before we can gather DEI data, we must know clearly and specifically what we are looking to solve in this self-study.	<ul style="list-style-type: none"> • Background of DEI Problem • Organizational Context of DEI • Stakeholder Group for DEI Study • Purpose of the DEI Study • Questions Driving DEI Study • Overview of DEI Study
Engagement 2: DEI Framework	To develop the DEI Framework that will drive the self-study	There are many DEI frameworks and focuses that might drive the study. We have to choose one to serve as our roadmap.	<ul style="list-style-type: none"> • DEI Framework • DEI Knowledge Types • DEI Motivational Constructs • DEI Organizational Factors • Glossary of DEI Definitions
Engagement 3: DEI Data Collection Instruments	To design DEI data collection instruments	These instruments will be essential in assessing and performing a gap analysis of where Chadwick International School is at relative to identified DEI goals.	<ul style="list-style-type: none"> • DEI Knowledge Assessment • DEI Motivation Assessment • DEI Organization Assessment • Survey Design • Interview Protocol Design • Observation Checklist Design • Document Analysis Design • Recognition of Potential Bias in Data
Engagement 4: DEI Data Collection and Analysis	To collect and analyze DEI data	We must move from theory to participatory action, gathering and then analyzing DEI data.	<ul style="list-style-type: none"> • Participating Stakeholders • Determination of DEI Assets/Needs • Results and Findings for DEI Knowledge Types • Results and Findings for DEI Motivation Constructs • Results and Findings for DEI Organizational Factors
Engagement 5: DEI Recommendations	To provide DEI recommendations	After analyzing the data, we must provide uplifting solutions to the DEI problems that were identified in the self-study.	<ul style="list-style-type: none"> • Recommendations for DEI Knowledge Types • Recommendations for DEI Motivation Constructs • Recommendations for DEI Organizational Factors • Recognitions of Bias and Limitations

OPTIONS FOR DATA COLLECTION SUPPORT

1. Data Collection Development	2. One-Off Data Collection	3. Multi-Tiered Systems of Supported (MTSS)
<p>The Data Collection Development will be designed for up to 20 participants per cohort (and requires a commitment of at least 5 participants):</p> <ul style="list-style-type: none"> ● Engagement 1: DEI Problem ● Engagement 2: DEI Framework ● Engagement 3: DEI Data Collection Instruments ● Engagement 4: DEI Data Collection & Analysis ● Engagement 5: DEI Recommendations <p>All five engagements would be completed in 5 consecutive months, requiring both asynchronous and synchronous participation in learning modules. Scheduling will be determined based on the participants in the cohort.</p> <p>Cost: \$30,000 (USD) / \$1,500 per person</p>	<p>Instead of sustained data collection leadership development, participants may wish to engage in one-off data collection support:</p> <ul style="list-style-type: none"> ● Hourly program Cost: \$1350 per engagement ● Half-day programs Cost: \$2,500 for the first three engagements and/or the last two engagements ● Full-day program Cost: \$4,900 for all five engagements <p>These sessions will explore the content outlined in the “Data Collection Development” option. One-off professional development can be facilitated for up to 300 participants, but provide a cursory overview of the data collection learning engagements.</p>	<p>This proposed set of supports serves as a guide for monitoring school-wide fidelity of MTSS related to DEI. While this plan outlines a focus on organizational structures, policies, and practices, several additional components must first be put into place (e.g. the gap analysis self-study outlined in the “Data Collection Development” option). Below is a list of supports that will enable your organization to pursue this declaration:</p> <ul style="list-style-type: none"> ● Domain 1: DEI Assessments: Screening and Progress Monitoring <ul style="list-style-type: none"> ○ Includes all of the learning engagements outlined in “Data Collection Leadership Development” ○ Collect additional DEI data that would provide a fuller picture of Chadwick International School ○ Adopt and outline a system of progress monitoring related to DEI data ● Domain 2: DEI Data-Based Decision Making <ul style="list-style-type: none"> ○ Use DEI data to inform professional learning ○ Identify further areas of growth related to DEI ○ Employ multilevel systems of interventions related to DEI ● Domain 3: DEI Multi-leveled Interventions: Tier I, Tier II, and Tier III <ul style="list-style-type: none"> ○ Define DEI multi-tiered system of support (MTSS) for developing employees’ understanding of DEI ○ Provide a schoolwide, multilevel system of professional learning and interventions for supporting employees’ understanding of DEI ● Domain 4: DEI Infrastructure and Support Mechanisms <ul style="list-style-type: none"> ○ Provide DEI knowledge, resources, and organizational structures ○ Use them to operationalize all components of MTSS related to DEI benchmarks ● Domain 5: DEI Fidelity and Future Evaluation <ul style="list-style-type: none"> ○ Put a system in place for collecting and analyzing future DEI data ○ Measure fidelity and effectiveness of MTSS related to DEI data <p>This level of support requires engagement and cooperation from all community stakeholders, from departmental leaders/chairs, instructional leadership team, extended leadership team, the senior leadership team, and operations teams (e.g. Communications, HR, Finance, etc.). This is a multi-year investment over the course of several years.</p> <p>Cost: \$150,000 (USD) / \$30,000 per domain</p>