CASCADES ACADEMY
INDEPENDENT SCHOOL PK-12
Est. 2003

Cascades Academy Diversity, Equity, and Inclusion Plan

Cascades Academy DEI Statement: *Cascades Academy seeks to create a safe, nurturing community where we honor our unique selves, embrace the diverse perspectives and backgrounds of others, and promote social responsibility both within the school and beyond.*

(CA defines diversity as any of the ways in which human beings recognize the broad range of human experience including but not limited to race, gender, sexual orientation, gender identity, religion, age, socio-economic status, physical and learning ability, etc.)

Goals, Outcomes, Strategies, and Measurement Tools
2019-2024

Education and Training
Goal: Cascades Academy will provide quality education and training for all constituents of the community in order to encourage a deep appreciation of diversity and develop skills that support equity and inclusion.

Outcome:

Students: Students have the awareness, knowledge, and cultural competency which will enable them to live among and work effectively with and value diverse populations. Students understand the history of power and privilege that has enabled discrimination and injustice and feel empowered with the skills to address these social issues. Students work to create an equitable, just, and inclusive community.	**Faculty/Staff:** Faculty/Staff have the cultural competency needed to teach multicultural curriculum and interact effectively with diverse students, their families, and the community. Faculty/Staff have the skills to address biases and injustices.	**Community:** Through participation in Cascades Academy's DEI educational opportunities, community members learn to embrace and respect diversity. Mutually beneficial community partnerships around DEI work expand educational opportunities.

Strategies:

Students:	Faculty/Staff:	Community:
DEI curriculum is developed and evaluated annually for every course to ensure diverse authors, professionals, perspectives, areas of study, etc. are included. CA will articulate a detailed list of skills and trainings to be achieved and completed by students. CA will provide opportunities for students to engage with diverse communities. DEI skills assessment is incorporated into students' regular formal reports.	CA will develop class/course curricula with a DEI lens. CA offers professional development around the area of DEI. CA offers resources and support to faculty and staff to launch DEI initiatives. DEI skills assessment is included in the Professional Growth Model.	CA will offer education to the public on topics related to DEI. CA will partner with community organizations to co-host DEI events.

Measurement:

Students:	Faculty:	Community:
DEI curriculum exists within every course. CA will track both the number of participants and opportunities for engagement with diverse communities. DEI skills are assessed within the formal student report.	DEI skills are assessed within the Professional Growth Model. CA will track the number of DEI professional development opportunities each year.	CA will track the number of participants at DEI educational events. CA will track the number of DEI educational events each year.

Access, Representation, and Inclusion

Goal: Cascades Academy will work to increase the number of underrepresented persons in our school community, maintain equitable access to the school's activities, and ensure all members of the school community are included.

Outcome:

Students:	Faculty/Staff:	Community:
The diversity of the students at CA reflects the demographics of the Central Oregon community.	By working in a diverse and inclusive environment, CA faculty and staff will experience higher	Individuals and community organizations are engaged in supporting the DEI goals for CA.

	levels of creativity, motivation, productivity, and job satisfaction. Diversity within the staff and faculty at CA reflects the demographics of the student population. Individuals with diverse backgrounds are attracted to Cascades Academy as a place of employment.	CA is viewed within the community as a welcoming and inclusive place for all individuals. CA will publicly promote the school's vision and goals for diversity, equity, and inclusion.
By engagement with a diverse and inclusive environment, CA students develop a higher level of deeper thinking skills, including critical thinking, creativity, problem-solving, cross-cultural communication, and collaboration.		

Strategies:

Students: CA identifies and addresses barriers for underrepresented students. CA has a plan for recruiting students with diverse backgrounds, including a strong financial aid program. CA has an articulated plan for supporting underrepresented students to promote social, emotional, and academic success.	**Faculty/Staff** CA will advertise positions to a broader diversity of applicants. Hiring teams will complete training in culturally respectful hiring practices. Job descriptions and interview questions will address areas of cultural competency. CA will regularly evaluate and address any behaviors or activities that exclude others, including annual events such as the holiday party, the Auction, and the Community Recognition event.	**Community:** CA will hold regular community DEI seminars which are free and open to the public. CA will regularly evaluate and then address any behaviors or activities that exclude others, including events such as the Education Series and potential community partnerships.

Measurement:

Students: CA will collect student demographic data annually.	**Faculty/Staff:** CA will collect faculty/staff demographic data annually.	**Community:** CA will utilize community partnership assessment matrix.

School Climate
Goal: Cascades Academy will create a school community that is inclusive and respectful of the diversity in all individuals.

Outcome:

Students:	Faculty:	Community:
Students of diverse backgrounds and identities feel welcomed and supported. Students respect one another's individualism and support each other. As a result of students feeling deeply respected and supported, there exists a greater capacity to learn and engage in school activities.	CA faculty and staff feel supported to share their own diversities and respect the diversities of their peers, leading to a greater range of creativity and open-mindedness than before the program was started CA faculty and staff respect the diversity of their students by fostering academic success and well-being of all students. Teachers and faculty display an understanding of the variety of diverse backgrounds present in our school community. Faculty/staff confront each other's biased remarks.	Community members feel welcomed and respected in their visits and interactions with the school, the staff, and the students. Community members wish to partner with the school knowing that there is an openness to diverse backgrounds and perspectives.

Strategies:

Students:	Faculty:	Community:
CA offers a curriculum that includes how we use language to communicate with one another in uplifting and peaceful terms Advisors make intentional days committed to discussing important issues around DEI or conversely, advisory meetings regularly include a lesson around the topic. Affinity and ally groups are created to offer a diverse population a safe place to share discussion. Integrate more experiences outside of the school in	Faculty and staff members pick 1-3 DEI topics per year and revolve part of the curriculum around those topics, trying to pick some topics that are near and dear to their lives. An educational process to address acts of intolerance is developed. Teachers and staff are trained in how to address stereotypes and biases as they happen.	CA will hold regular events free to the community that discuss DEI topics. Intentionally create more community partnerships with organizations with diverse backgrounds and perspectives.

communities with greater diversity. Incorporate an increased amount of multimodal instruction to accommodate a variety of learning styles.		

Measurement:

Students:	Faculty/Staff:	Community:
CA will annually survey students about the climate of respect and inclusion at CA.	CA will annually survey faculty/staff about the climate of respect and inclusion at CA. There exists an educational process that is utilized to address acts of intolerance and bigotry among students and teachers.	CA will annually survey family members about the climate of respect and inclusion at CA.

Evaluations and Recognition

Goal: Cascades Academy will recognize excellence and promote professional growth in the areas of Diversity, Equity, and Inclusion.

Outcome:

Students:	Faculty/Staff:	Community
CA students demonstrate a deep sense of responsibility to support DEI by seeking opportunities to be involved in social justice issues.	DEI efforts by the faculty and staff are positively recognized and valued by the CA Board of Trustees and larger CA community. The DEI lens of faculty and staff will improve and be demonstrated in their work.	Community members will be motivated to engage with the CA DEI efforts.

Strategy:

Students:	Faculty/Staff:	Community
A student rewards and recognition program is established at CA.	CA will establish a faculty rewards and recognition program. CA administration will Incorporate a DEI skill assessment into the Professional Growth Model.	A way to recognize community members who have contributed to the school's DEI efforts (community appreciation celebration) is developed.

Measurement:

Students: A rewards and recognition program is established at CA	**Faculty/Staff:** CA incorporates DEI skill areas into student assessments. CA establishes a faculty and rewards recognition program	**Community:** Community members who have contributed to the school's DEI efforts are recognized in a public event or display.