

## Parents and Schools Working Together

- We respect the role of parents and believe it is their job to teach their children their family's personal, political, spiritual and social values.
- Our role is to:
  - Ensure we meet the academic needs of students.
  - Prepare students for future success.
  - Serve all of our 10,600 students.
- We do not promote political groups or agendas.

## We're More Diverse Than You May Realize

- Caucasian (83%) Hispanic (7%) Black (4%) Asian (2.5%) Other (3.5%)
- Low socioeconomic students (25%)
- Students with physical/emotional/learning disabilities (18%)
- Academically gifted students (17%)
- Students receiving mental health services (15%)
- Students of other nationalities/ethnicities learning English (525)
  - Over 50 different home languages spoken.

## How Noblesville Defines

- Diversity- acknowledging and respecting the ways in which our many differences bring value to Noblesville Schools.
- Equity- making sure all students and staff have exactly what they need to succeed.
- Inclusion- including all.
- Social Emotional Learning (SEL)- soft skills.

## Why Diversity, Equity, Inclusion?

- Because students don't learn unless they feel safe, respected, cared for.
- Because it best prepares students for the future. DEI is the norm at almost all colleges and businesses.
- Because the best staff = the best experience for our students. To recruit and retain the best staff, all must feel welcome.

## Some Have Asked

- Do you teach Critical Race Theory (CRT)? Are You Planning to Teach It?
  - No.
- Are you dividing students racially?
  - We respect that students may gather however they wish. Groups don't require or exclude students.
- Is SEL pushing political agendas or encouraging LGBTQ?
  - No. Social emotional learning covers basic soft skills schools have always taught (sharing, working together, gratitude, etc.)
- Isn't "equity" promoting Marxist/socialist/communist politics?
  - Not how we define it. We don't *teach* equity, we *provide* an equitable environment for all kids to get what they need.
- Are DEI and SEL replacing core academic learning time for subjects like math, science, etc.?
  - No.
- Are you teaching that all white people are racist?
  - No.
- How can I know more about what my child is learning?
  - Ask your child's teachers. Principals and district academic leaders are also available.

## In Classrooms We

- Follow state academic standards for curriculum.
- Use SEL to manage disruptive behaviors, grow student interpersonal skills and create environments where students can learn.
- Share multiple perspectives.
- Encourage students to communicate their own thoughts/beliefs.

## We Also

- Support basic needs (food/clothes) and physical/mental health.
- Offer special education and high-ability programming.
- Provide 260+ classes at NHS (45% are electives).
- Offer 300+ optional clubs/teams (many initiated by students).
- Watch for and address hate speech, bullying.
- Share resources for adults.