

Ms. Susie V. Castillo, Board Member

**SUBJECT: REVIEW OF THE M-DCPS EMPLOYEE PROFESSIONAL DEVELOPMENT PARTICIPATION SYSTEM ENSURING EVERY EMPLOYEE RECEIVES EQUITY, INCLUSION, AND CULTURAL UNDERSTANDING TRAININGS**

**COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT**

**LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

Recent events across the country stemming from the murder of George Floyd continue to reverberate throughout all corners of society in profound ways. M-DCPS has a well-documented history of advocating for social justice, opportunity, and equality in public education. M-DCPS is in a unique position to be a true change agent and leader in this pivotal moment in history by ensuring we are doing everything within our possibilities to eliminate racism.

M-DCPS's workforce is a mirror image of the amazing diversity found in the South Florida community. With over 40,000 employees, we have the potential for a collective influence that is powerful and reaches far beyond our classrooms. As our teachers are preparing to elevate the conversation on breaking systemic racism with our students, all employees, both full-time and part-time, must also be included in this important work.

Over 33% of M-DCPS full time employees are not in a classroom setting. If we truly want to be a staunch advocate for equality in public education, those 33% of full-time employees and over 14% of part time employees who are not in the classroom need to be part of these conversations and education of the workforce.

It is incumbent upon M-DCPS to equip every single one of our employees with the most proven and effective strategies to promote equity and inclusion. M-DCPS's Office of Professional Development has high caliber training teams that have developed materials and provide ongoing training for classroom teachers and administrators under the umbrella of Cultural Responsive Teaching and Learning.

The purpose of this item is to review, improve and enhance the current professional development training activities that address equity, inclusion, and cultural understanding. Additionally, it is asking to expand these professional development trainings to include all full and part time employees, as appropriate.

This item has been reviewed and approved by the School Board Attorney's Office as to form and legal sufficiency.

**ACTION PROPOSED BY  
MS. SUSIE V. CASTILLO:**

That The School Board of Miami-Dade County, Florida,  
direct the Superintendent to:

- 1) Review and enhance the current professional development training activities that address equity, inclusion, and cultural understanding.
- 2) Expand these professional development trainings to include all full and part time employees, as appropriate.
- 3) Report back to the board within the next 90 days.