

# Intentional and Aligned DEI Goal-Setting

Connect diversity, equity, and inclusion efforts through every level of your school



<h2>School Strategy</h2> <p>Board of Trustees Head of School DEI Director</p>	<h2>Institutional Alignment</h2> <p>Division Directors Department Leaders Senior Leadership</p>	<h2>Individual Goal-Setting</h2> <p>Teachers Non-Teaching Staff</p>
<p><b>What is the institutional DEI goal for this year?</b></p> <ul style="list-style-type: none"> <li>• The Head of School sets a DEI goal as a part of their annual goals approved by the Board of Trustees.</li> <li>• The goal should stem from an institutional strength in DEI that the Head of School wants to amplify, or from an institutional vulnerability in DEI that the Head of School wants to address.</li> <li>• The goal should be set in consultation with the DEI professional, if there is one.</li> <li>• The goal should be as specific as possible, and might be most effective if it targets a “hard truth” that may be uncomfortable to discuss.</li> </ul> <p><b>Key questions:</b></p> <ul style="list-style-type: none"> <li>• <b>Background:</b> Based on inquiry and careful listening over time, what do community feedback and data (observational or quantitative, collected by the school or informed by other data sources (NAIS trends, etc.) tell us about what our goal might need to be?</li> <li>• <b>Desired outcome:</b> When it comes to DEI, what is the institutional strength you want to amplify, or what is the institutional vulnerability you want to address? What is the desired outcome?</li> <li>• <b>Tactics:</b> With respect to strength or vulnerability, what tactical direction might we take and what changes might we implement in order to begin working towards the desired outcome</li> </ul> <p><b>Institutional DEI Goal:</b></p> <ul style="list-style-type: none"> <li>• How might the school ___(tactics)___ in order to ___(desired outcome)___?</li> </ul>	<p><b>How does this goal appear in each division/department’s context?</b></p> <ul style="list-style-type: none"> <li>• The Head of School, with the support of the DEI professional, presents their goal to senior leaders.</li> <li>• Each senior leader then considers how that goal applies to their department or division.</li> <li>• A strong institutional goal has implications for every part of the institution; every department/division must engage in this process..</li> </ul> <p><b>Key questions:</b></p> <ul style="list-style-type: none"> <li>• <b>Background:</b> How does the institutional strength or vulnerability highlighted in the institutional goal impact your division or department?</li> <li>• <b>Desired outcome:</b> What outcome would you like to see in your division/department relative to this institutional strength or vulnerability? What would progress look like?</li> <li>• <b>Tactics:</b> Given that desired outcome, what is the change, inquiry, or action you might make first within your division/department?</li> </ul> <p><b>Departmental/Divisional DEI Goal:</b></p> <ul style="list-style-type: none"> <li>• How might my department/division ___(tactics)___ in order to ___(desired outcome)___?</li> </ul>	<p><b>How will individuals set growth goals aligned to the institutional goal?</b></p> <ul style="list-style-type: none"> <li>• The senior leader of each department or division presents the institutional goal and the divisional or departmental goal. Each division or department member considers how that goal fits into their own work and how it relates to their other goals and areas of growth.</li> <li>• Individual goals could fall into one of a few categories: a specific action or change of practice, data to track or collect, research to do, or professional development to engage in</li> </ul> <p><b>Key questions:</b></p> <ul style="list-style-type: none"> <li>• <b>Background:</b> How does the institutional strength or vulnerability highlighted in the departmental goal impact your work?</li> <li>• <b>Desired outcome:</b> In order to play your part in helping your department / division meet its goal in this area, what outcomes will you aspire to in your work?</li> <li>• <b>Tactics:</b> Given that desired outcome, what is the change you want to see in yourself and/or in your work in the division or department?</li> </ul> <p><b>Individual DEI Goal:</b></p> <ul style="list-style-type: none"> <li>• How might I ___(tactics)___ in order to ___(desired outcome)___?</li> </ul>

