Parent Diversity Advisory Council (PDAC) Liaison Packet
Contact Information

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PDAC Co-Chair

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PDAC Information and Resources, visit...  
http://www.ipsd.org/Subpage.aspx/PDAC
Frequently Asked Questions (FAQs)

I have been appointed as the PDAC liaison, what should I do first?
Email PDACinfo@gmail.com to share your contact information with the PDAC secretary and sign-up for our email list.

When and how often do PDAC meetings take place?
Typically, there is a PDAC meeting every month, usually the third Tuesday of every month. Please see the most updated PDAC meeting calendar posted on the district site under PDAC.

What is my role as PDAC liaison?
- As PDAC liaison, you are asked to attend the PDAC monthly meetings and listen to ideas and share your thoughts at the meetings.
- Contact your school’s PTA president. Set up a meeting with him/her to discuss PDAC’s goal for the year. For school year 2014-15, the thematic goal is “CREATING A WELCOMING AND INCLUSIVE ENVIRONMENT FOR STUDENTS AND FAMILIES”
- Contact your school principal. Set up a meeting with him/her to discuss PDAC’s goal for the year. For school year 2014-15, the thematic goal is “CREATING A WELCOMING AND INCLUSIVE ENVIRONMENT FOR STUDENTS AND FAMILIES”
- Attend PTA meetings at your school. Make yourself available before, during or after the PTA meeting if any parent(s) has questions/feedback/concerns regarding the PDAC message the principal relayed to the PTA participants.
- Share concerns at PDAC meetings as necessary and appropriate.
- Listen to concerns from other PTA parents to bring back to PDAC meeting.
- If there is a PTA newsletter or other news outlet for parents at your school, be willing to write a few sentences about PDAC’s role and goal for the year.
- Be an advocate for PDAC! Invite parents to participate in PDAC, or learn more about it through the PTA.

Are there any resources at my disposal to learn more about PDAC?
Yes! Visit the district’s website, and under the organization tab, go to PDAC to find more information, articles and minute meetings or click on the link below. http://www.ipsd.org/Subpage.aspx/PDAC

For further information, please contact
Saily Joshi – PDAC Co-Chair (saily@aol.com), or
Sindy Mondesir – PDAC Co-Chair (sindym3@yahoo.com), or
Ivette Dubiel, Director of Educational Equity, at Ivette_dubiel@ipsd.org, or 630-375-3877.
# 2014-2015

**Parent Diversity Advisory Council**

Indian Prairie School District 204

*A Year of Creating Welcoming Schools*

All PDAC meetings will be held at Crouse Education Center (CEC)

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| **September 23** (Tues) 6-8:30pm | **WORLD CAFÉ**  
How can we create a more welcoming and inclusive school environment for students and families?  
*Invite Only* |
| **October 21** (Tues) 7-9pm @ CEC | **CURRICULUM**  
Windows and Mirrors: How our students see themselves and the world through their studies? |
| **November 18** (Tues) 7-9pm @ CEC | How can we welcome families of diverse **RACES** and **ETHNICITIES**? |
| **January 20** (Tues) 7-9pm @ CEC | How can we welcome families of diverse **LANGUAGES**? |
| **February 24** (Tues) 7-9pm @ CEC | How can we welcome families of diverse **SOCIO-ECONOMIC (INCOME) STATUSES** and available **RESOURCES**? |
| **March 17** (Tues) 7-9pm @ CEC | How can we welcome families of diverse **RELIGION**? |
| **April 21** (Tues) 7-9pm @ CEC | How can we welcome families of diverse **FAMILY STRUCTURES**? |
| **May 19** (Tues) 7-9pm @ CEC | **PDAC Planning Meeting**  
Reflections, Goals, and Structures for Next Year  
Attend to Share your Ideas! |

**ABOUT PDAC**

The Parent Diversity Advisory Council facilitates monthly discussions to promote collaboration amongst parents and district staff to address issues of diversity and share best practices in order to improve experiences and opportunities for all students. The meetings are open to the district 204 parents, staff and community. For more information, please visit:  
[http://www.ipsd.org/Subpage.aspx/PDAC](http://www.ipsd.org/Subpage.aspx/PDAC)
Mission Statement

Focused on student achievement, the mission of the Parent Diversity Advisory Council is to positively impact the academic achievement of a diverse student population through school-specific outreach efforts and initiatives that focus on and directly address disparate academic performance.

Role of PDAC

PDAC serves in an advisory capacity as a catalyst for collaborative action among district parents, parent organizations, teachers, principals and administration to support and address student achievement.

1. Facilitate monthly conversations with PTA liaisons to share best practices, address issues of diversity, discuss challenges and opportunities, collaborate on school-specific and district-wide PDAC initiatives/programs such as Dialogue Circles, parent meetings, etc.

2. Act in an advisory capacity to principals to coordinate outreach to parents of under-achieving students, assist with evaluation/development of parental outreach ideas/activities, assist in the development and/or execution of school improvement action items.

3. Organize community-wide opportunities such as: World Café, Dialogue Circles, Cultural Arts fair, guest speakers, etc.

PDAC’s Focus

Acknowledging & Addressing Challenges to Academic Excellence

- **Students:** The ability to conduct the business of learning.
- **Families:** The ability to support their child in the education process.
- **Staff/Administration:** The ability to conduct the business of teaching.

Building a Community of Understanding

- **Build Bridges:** Provide opportunities to build a relationship with all members of the IPSD community.
- **Bridge Understanding:** Increase awareness and knowledge of all stakeholders for the benefit of all stakeholders.
- **Build Understanding:** Research specific needs and collaborate with all members of the community to implement common goals.
Diversity is about .................

Race
Ethnicity
Culture
Gender
Religion
Social Class
Immigrant Status
Sexual Orientation
Economic Status
Special Needs
Urban / Suburban
Language
Learning Styles

individual
EXPERIENCES

Diversity describes the spectrum of human similarities and differences. It refers to the composition of people associated with the organization.

Inclusion on the other hand, describes the way an organization configures opportunity, interaction, communication, information and decision-making to utilize the potential of diversity. It refers to the organizational environment.

Achieving inclusion means creating the structures, policies and practices in organizational life that recognize the existence of multiple perspectives and signal the importance of learning from differences.

Organizations might be diverse without being inclusive.
During the 2014-2015 school year PDAC will:

1. Assume particular focus on engaging the parents of under-achieving students.
2. Assume an advisory role to district parents, parent organizations, teachers, principals and administration.
3. Hold monthly meetings with District parents and school PTA liaisons to build a community focused and versed on issues of diversity, parental involvement and academic achievement within their home school.
4. Respond to requests for assistance from principals to work with their school population to evaluate / address parental involvement so as to impact student achievement.
5. Respond to requests from individual schools for dialogue facilitation – Dialogue Circles.
6. Respond to the needs of district administration for assistance with diversity-related issues, parental involvement and student achievement.
7. Honor 204 members who work to establish equity in their respective areas.
8. Work towards establishing a strong network of knowledgeable parent advocates in all IPSD schools
9. Support development of a strong network of community and parental resources to advance STEM (Science, Technology, Engineering and Mathematics) education.
10. Evaluate the impact of PDAC outreach and initiatives
11. Host the World Café.
12. Determine the best organizational structure to sustain the work of the PDAC into the future.
DO STUDENTS, PARENTS, TEACHERS, ADMINISTRATORS HAVE COMMON NEEDS?

YES!

Students, parents, teachers and administrators interact continuously to navigate, support, construct and manage the educational experience and environment.

Needs include:
- Respect
- Open communication
- Indicators of genuine interest
- Constructive responses
- Approachability
- Emotional maturity
- Acknowledgement of positives
- Acknowledgement of negatives
- Validation of concerns
- Receptiveness to multiple perspectives
- Understanding ground rules
- Clarity regarding academic standards
- Measures and expectations
- Accessibility
- Having/Creating a positive learning environment
- Acknowledgement of individuality
- Speaking in specifics not generalities

COMMUNICATION is KEY to successful Parent / School PARTNERSHIP
PTA Liaison to PDAC

Who should have a PDAC liaison?

Every school in the district should have at least one PDAC liaison to represent their school and bridge PDAC to their school PTA.

What is the liaison’s role?

To positively impact:

- Disparate academic performance at your home school
- The culture/climate at your home school by building bridges of understanding

How will the liaison carry out his/her role?

- You are now a part of a network of school representatives focused and versed on issues of diversity, parental involvement and academic achievement.
- You will have access to information, best practices, resources, support and collaborative outreach opportunities.
- You will now have access to assistance to manage school-specific challenges and opportunities.
- You will become a subject-matter expert, an advocate and an ambassador for the diverse student population at your home school.

What are other expectations of liaisons?

- To attend the PDAC meeting each month and to find a substitute when you cannot attend.
- To participate in each meeting contributing ideas and reporting ideas to PDAC from your school/PTA
- To help PDAC promote their goals and initiatives in your school.
- To help increase the participation in PDAC activities/events from your school.
- To help plan PDAC events.
- To share ideas generated in PDAC with your school.
1. Contact PDACinfo@gmail.com to share your contact information and sign-up for our email list.

2. Attend the PDAC monthly meeting. Listen to ideas and share your thoughts at the meeting. Take note of ideas that could be beneficial to your school.

3. Contact your school’s PTA president. Set up a meeting with him/her to discuss PTA’s needs involving diversity. Contact your school principal. Schedule a meeting with him/her to discuss the school’s needs involving diversity.

4. Invite a PDAC member to your PTA meeting to talk about the PDAC and its events, programs and mission.

5. Share notes from PTA & Principal meetings with the PDAC at monthly meetings. Share your school’s and PTA’s needs with the other PDAC liaisons, PDAC leadership team and school administrators. Collect ideas from the group to bring back to your school.

6. Attend PTA meetings at your school. Contact the PTA president to request 5 minutes to discuss PDAC in each monthly meeting. During your 5 minutes, share what PDAC has been working on to help schools deal with diversity-related issues. Talk about upcoming meetings/ events and invite your school PTA to participate in them. Listen to concerns from other PTA parents to bring back to PDAC meeting.

7. Write a few sentences about diversity or PDAC initiatives and upcoming events for your school/ PTA newsletter.

8. Talk with diverse families in your school community. Invite them to participate in PTA and PDAC.

9. Visit the PDAC website http://ipsdweb.ipsd.org/Subpage.aspx/PDAC to print articles and/or resources that could help your school community better understand diversity.

10. Review the PDAC theme for the year and think about how we can instrumental in reaching this goal.
Suggested Activities for Liaisons Who Want to Go A Step Further

1. Audit your school library for books with diverse topics and characters. Have a book drive to get your library more diverse books or raise money to purchase books.

2. Hold a Dialogue Circle at your school to discuss diversity issues that have been impacting your school. Contact Saily Joshi (saily@aol.com) or Sindy Mondesir (sindym@yahoo.com) to obtain a dialogue facilitator. Learn more at http://www.circledialogue.com/

3. Hold a World Café at your school. Contact Saily Joshi (saily@aol.com) or Sindy Mondesir (sindym@yahoo.com) to obtain a dialogue facilitator. Learn more at http://www.theworldcafe.com/

4. Organize an ice cream social for new families in the fall or mid-year for families who move-in later in the school year. Encourage teachers, PTA and other established school families to attend the event to welcome new parents.

5. Start a welcoming committee for new families to your school.

6. Start a local translator list for non-English speaking families who need translation at Parent Teacher conferences or curriculum night events. Promote the PDAC translator list for families and school personnel who could benefit from it.

7. Walk around your school with an eye for décor - - is the diversity of the student population reflected? Posters are a simple way to promote the appreciation of diverse cultures.

8. Invite speakers from diverse backgrounds to speak to classes or to the whole school. Analyze the types of programs the school and PTA develop/support; identify ways for the school to incorporate more diversity into its programs.

9. Start a tutoring program in your school; use adults in the school’s community to tutor or read with students who need additional help.

10. Start a school-based PDAC that brings parents and teachers together for dialogue.