

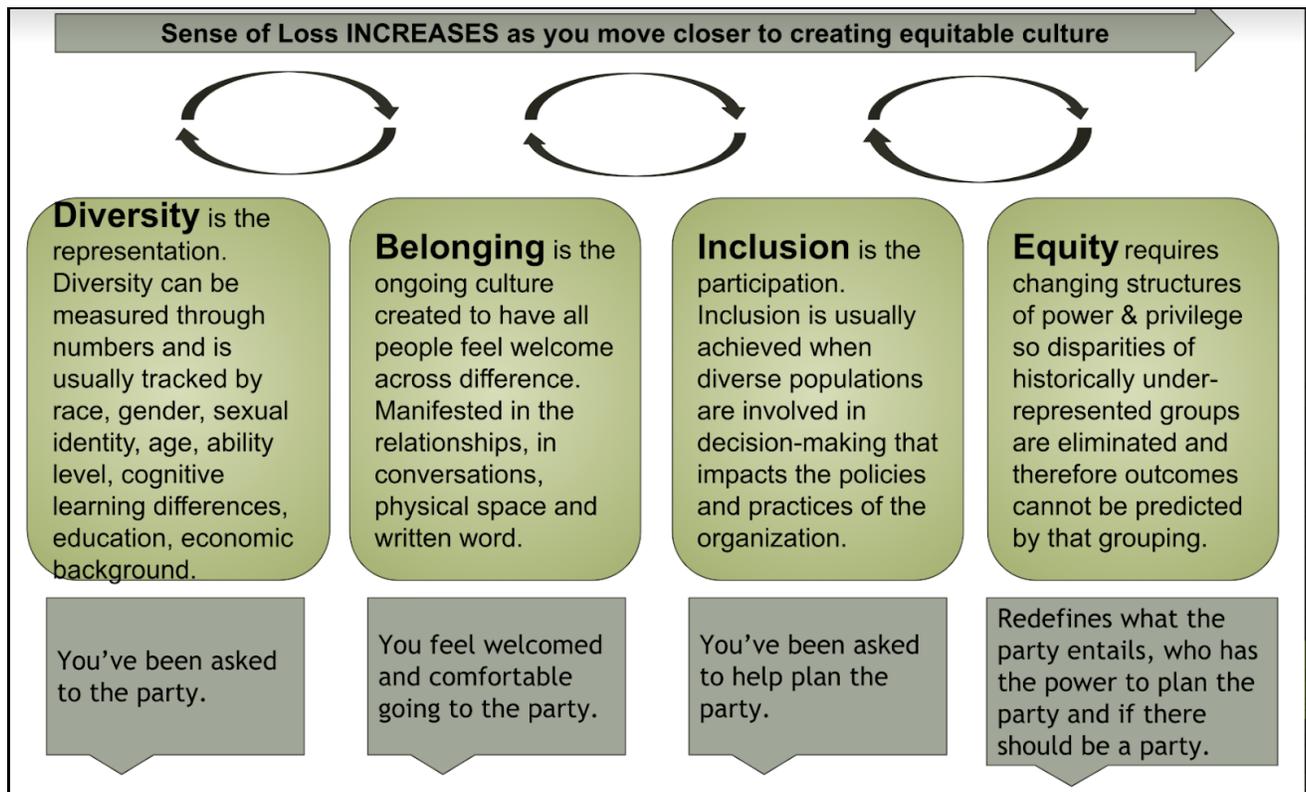


# DEXTER COMMUNITY SCHOOLS

Dear DCS Families, Students, and Staff,

As June winds down and we officially close out the 2019-2020 school year, I want to thank you for your dedication to our kids and our entire community. Please take a few minutes to read the updates below:

- **Anti-Racist Resolution and Next Steps with Diversity, Belonging, Equity, and Inclusion:** Last night, the DCS Board of Education adopted a **Board Resolution to Adopt Anti-Racist Principles and Practices and to Be a Culturally Responsive School District.** This resolution outlines specific commitments that DCS will work to fulfill on behalf of all students and our community. All of our students will be asked to be competitive workers in a society that assumes an ability to work in a diverse world. However, our students do not live in a multicultural setting in their daily educational environments. This requires an increased focus from DCS to help prepare our students and to best educate ALL of our students. In March, DCS was preparing to release a detailed phase one plan to begin our work using the DBIE model created by the Disruptive Equity Education Project ([DEEP](#)). This included the creation of a multi-year plan to implement the model of Diversity, Belonging, Inclusion and Equity as defined below:





# DEXTER COMMUNITY SCHOOLS

Along with many other district initiatives, the COVID-19 pandemic temporarily paused this work. Current national protests and conversations regarding racial inequities have created an immediate need to refine our initial plans. The DCS Board Resolution adopted last night commits DCS to:

- teaching perspective: examining from our past from the points of view of all participants, not just the prevailing culture;
  - looking inward to recognize and address our own perceptions, biases, and privileges;
  - taking a stand against racism which has been institutionalized throughout our nation's history;
  - empowering students to challenge injustice and inequity through meaningful actions;
  - fostering connections to support and challenge one another while holding conversations and identifying strategies to lead in equity work;
  - continuing to build the capacity of district and building leaders in understanding, supporting, and advocating for equitable practice (with intentional strategies);
  - building a three-to-five-year strategic vision for DCS to supporting ongoing Diversity Belonging Inclusion and Equity work;
  - developing a systematic approach to assessing and monitoring institutional climate, ensuring that implicit bias and its potential consequences are understood, and that people of diverse backgrounds feel welcome and respected;
  - training and supporting the DCS Board of Education in understanding the tenets of DCS's emerging strategic Diversity Belonging Inclusion and Equity vision;
  - implementing the four behaviors essential to create Culturally Responsive School Environments (Critical self-awareness, culturally responsive curricula and teacher preparation, culturally responsive and inclusive school environments, and engaging students and parents in community contexts);
  - training our school leaders in creating school improvement plans and cultural plans to support Diversity Belonging Inclusion and Equity practice at the building level;
  - engaging the Dexter Community in active dialogue and action toward achieving our developing Diversity Belonging Inclusion and Equity vision.

**We look forward to working in collaboration with our entire community on this journey.**

- **Thank you to Ron Darr:** On behalf of DCS, I'd like to extend a special thank you to Ron Darr for his service to the DCS Board of Education. Ron is the 5th longest-serving Board member in DCS history. He's served since 2002 and officially ends his service today. The Board is working through a process of appointing a replacement in the next couple of weeks who will serve the remainder of Ron's term. Here's a short video in honor of Ron's service: [https://youtu.be/pUel\\_0ftqY](https://youtu.be/pUel_0ftqY)
- **End-of-year celebrations:** All buildings held end of year celebrations. Here's a quick video sharing some of those closing experiences: <https://youtu.be/y2SS0opgFeo>
- **Summer Meal Distribution:** DCS will continue to distribute meals this summer. For more information, please see this **flyer**.
- **2020-2021 Calendar:** The **DCS calendar for 2020-2021** is available on our website. Later today, we expect guidance from the Governor's commission on reopening of schools this fall. DCS will begin planning in July and will release a draft plan in late July with community sessions for feedback.

Thank you for your continued support, take care, and have a great week.

Sincerely,  
Christopher Timmis, Ed.D.  
Superintendent