The following presentation details top thoughts and trends from our May 2019 Diversity, Equity and Belonging Thoughtexchange forum. We would like to thank those who participated in the exchange and provide additional context for thoughts that will be provided.

A member of our community submitted a Missouri Sunshine Law records request asking for all of the submitted comments in our Thoughtexchange forum, including those which were removed for inappropriate content.

We were looking forward to high-level, thoughtful and respectful interaction and thus chose to moderate the exchange accordingly. We wanted to maintain full transparency in all of the thoughts provided and all of the thoughts seen in the exchange. During the May 2019 Thoughtexchange, 163 thoughts out of a total of 1182 thoughts were flagged for review by a participant or a moderator. Of the 163 thoughts which were flagged, 61 thoughts were removed. All thoughts were reviewed according to the Thoughtexchange guidelines.

The district provided moderation that removed comments that referred to a person by name, used profanity and/or didn’t answer the question (meaning they were unintelligible or blank). We provided the most lenient guidelines but did not want individuals to be called out. According to Thoughtexchange, “Finding the right balance between transparency and protection is key.” We wanted this to be a high level of interaction and needed to find “the right balance between transparency and protection.”

We were trying to facilitate respectful discourse and chose this tool in part because participants can help moderate disrespectful comments. But again, because we received an open records request for this information, we believe it is important for this information to be available in its entirety to all of our community members if it is made available to one community member.

We share these comments in an effort to provide context and provide information about the Thoughtexchange moderation process. While we are disappointed that these comments will be in the public domain, we also ask that you consider how you might contribute to a future of respectful and productive communication and conversation.
Again, thank you to those who participated in our Thoughtexchange. We hope you find the thoughts helpful to moving forward in a positive and reflective manner.
What are some important perspectives we should consider regarding diversity, equity, and belonging in Lee's Summit School District?
Question

What are some important perspectives we should consider regarding diversity, equity and belonging in Lee's Summit School District?
- **DQ1** Recognizing that you may belong to more than one of the following groups, please select the one which you feel best describes your involvement with our district:

<table>
<thead>
<tr>
<th>%</th>
<th>Group</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>54%</td>
<td>Parent/Guardian</td>
<td>575</td>
</tr>
<tr>
<td>26%</td>
<td>Staff</td>
<td>276</td>
</tr>
<tr>
<td>20%</td>
<td>Community member</td>
<td>212</td>
</tr>
<tr>
<td>0%</td>
<td>Answer not available</td>
<td>1</td>
</tr>
</tbody>
</table>
Top Thoughts

I think that every student should be treated with respect and deserve to be treated fairly.

We need to provide all kids the tools to thrive in school and life. Setting all kids up for success only benefits the community as a whole.

All students should be provided the best education.

There's more to understanding & accepting diversity than race. Understanding poverty, culture, & religious values are also important.

Treat all children with respect. We live in a diverse society. Respect each other and our similarities and differences.
Top Thoughts

Every person should be provided the same opportunities. Public schools should give each student the maximum opportunity, as every student although gifted with different talents should be able to excel.

Offensive language towards any culture does not move us forward. Creates more divisiveness and does not allow us to focus on moving all kids forward. We all have biases.

Smaller class sizes and certified mental health care providers are widely needed from grades K-12 to improve achievement. As an educator, I am not equipped to provide mental health care. Our students are suffering at high rates with mental health.

Smaller class sizes are needed at every level. Advanced kids need small class sizes too. Make room in the budget for more teachers!! Smaller class sizes make it more realistic for Teachers to give more kids more individual attention.

Clear deliverables, timeframes, and interaction models to measure the health and effectiveness of the program(s). The community should have visibility into what is planned, the status, and the results, as well as transparency into the process.
Bar Charts – Top Themes

- Communication
  - Dialogue and Diverse Perspectives
  - Experience of People of Color
  - LSR7 in the Media
  - Student Perspective
  - Transparency and Data

- School Supports
  - Behavior and discipline
  - Class Size
  - Diversity education
  - Educational Parity
  - Individualized learning
  - Mental Health
  - Parent Support and Training

- Facets of Diversity
  - Home Life
  - Respect and Inclusion
  - Socioeconomic Status
  - Special Needs
  - Unconscious Bias
  - White Privilege and Fragility

- Staff and Leadership
  - BOE
  - District Leadership
  - District Plan
  - Diversity within staff
  - PD and Diversity Training
  - Staff Morale
  - Teacher Perspective
Common Ratings

Both groups rated these thoughts high

All students should be provided the best education
- Group A: 28 ★ 4.6 (avg)
- Group B: 11 ★ 4.5 (avg)

Every child should be valued and able to succeed. It's obvious really. They are all humans who need to function successfully in the world.
- Group A: 19 ★ 4.3 (avg)
- Group B: 30 ★ 4.4

Treat all children with respect. We live in a diverse society. Respect each other and our similarities and differences
- Group A: 21 ★ 4.4 (avg)
- Group B: 22 ★ 4.2 (avg)

I think that every student should be treated with respect and deserve to be treated fairly.
- Group A: 25 ★ 4.9 (avg)
- Group B: 10 ★ 4.2 (avg)

There's more to understanding & accepting diversity than race. Understanding poverty, culture, & religious values are also important.
- Group A: 26 ★ 4.8 (avg)
- Group B: 14 ★ 4.2 (avg)

Smaller class sizes and certified mental health care providers are widely needed from grades K-12 to improve achievement. As an educator, I am not equipped to provide mental health care. Our students are suffering at high rates with mental health.
- Group A: 22 ★ 4.2 (avg)
- Group B: 24 ★ 4.2 (avg)

When we consider equity, it is very important that all subgroups be addressed. As staff, we want to know how to be better for all of our students - race, gender identification, SES, disability, etc.
- Group A: 33 ★ 4.2 (avg)
- Group B: 10 ★ 4.2 (avg)

Tone starts at the top. Tone either unites or divides.
- Group A: 25 ★ 4.4 (avg)
- Group B: 14 ★ 4.1 (avg)

We need to provide all kids the tools to thrive in school and life Setting all kids up for success only benefits the community as a whole
- Group A: 25 ★ 4.9 (avg)
- Group B: 10 ★ 4.2 (avg)
Key Insights

- The community believes that every child should be valued and be able to succeed.
- The community cares about providing tools for students to thrive in school and in life.
- The community values respect and tone.
- The staff wants to learn how to be better for all subgroups – inclusive of race, gender identification, SES, disability, etc.
- The community wants to focus on the students.
Key Insights

- We need to keep educating about what equity means for our students, families, staff and community.
- We can find common ground when we seek to understand.
- Finally, we hear you. We hear the conversation and we appreciate you offering these thoughts and ratings. We are confident in our ability to solve the issues we have before us. We know we can work together to address our students’ needs and we look forward to continuing to do so as a community that supports and honors all in our care.
Review the Thoughtexchange data here:
https://my.thoughtexchange.com/report/559973f507914cdfd1ac6bd85935013c

Review the removed thoughts here:
https://docs.google.com/spreadsheets/d/1tEJJMS7YEMJ8cQLlUbk659PCILSN_UIZ2jvz-07RIA/edit?usp=sharing