

THE INCLUSION AUDIT

REACHING THE 'QUIET' FAMILIES

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Community Engagement Commissioner, PTA Ninja and mom

IF THE SAME 5 PEOPLE DO EVERYTHING, WE AREN'T A COMMUNITY – WE ARE A CLUB

- We are going to identify who is not at the table (e.g. working parents, non-English speakers, or families of students with disabilities)
- We are moving PTA leaders from “Everyone is welcome” (passive) to “We built this for you” (active)



"If we post an event on Facebook and nobody new shows up, is it because they don't care, or because they didn't feel invited?"

National Standards for Family School Partnerships

The standards were developed to be a practical tool for meeting the threefold purpose of the national standards:

- ✓ To promote meaningful parent and family participation
- ✓ To raise awareness regarding the components of effective programs
- ✓ To provide guidelines for schools that wish to improve their programs

To start, take a look at your school and see how you would rate your school in the following categories.

Are you excelling, progressing, emerging, or below the scale?



<https://www.utahpta.org/national-standards-family-school-partnerships>

Welcoming All Families into the School Community

Families are active participants in the life of the school, and feel welcomed, valued, and connected to each other, to school staff, and to what students are learning and doing in class.

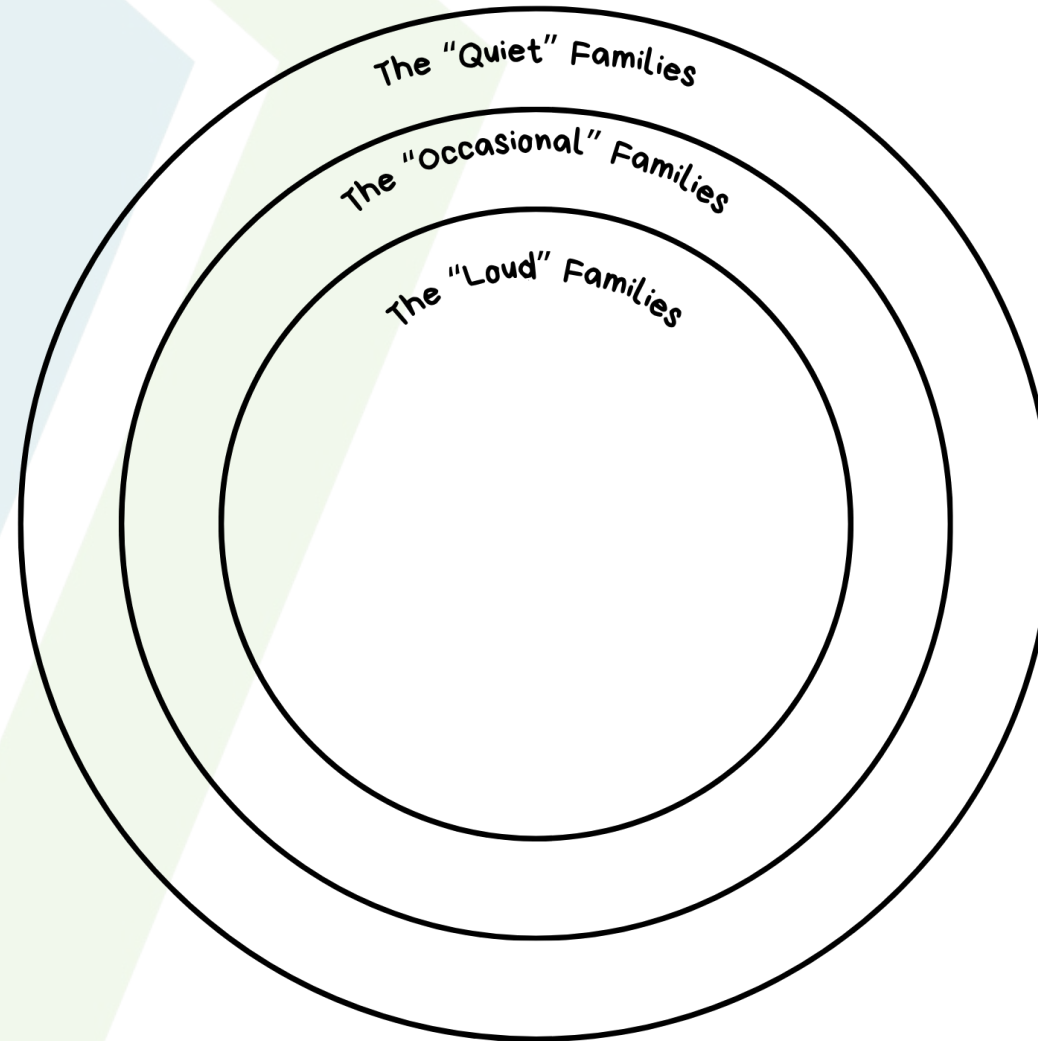
Develop personal
relationship
Create a family-friendly
atmosphere
Provide opportunities for
volunteering
Respect all
families
Remove economic obstacles to
participation



The "Quiet" Family Map

Time

Language



Culture

Negative
Past
Experience

The 10-Point Inclusion Audit

Look at checklist and "grade" your current PTA (honestly!) on a scale of 1–5

The 10-Point Inclusion Audit

Score (1-5)

- | | |
|-----------------------|--|
| 1. Language | Flyers/Agendas are in the top 3 school languages. |
| 2. Micro-Volunteering | 15-minute tasks are available for home. |
| 3. Timing | We rotate AM/PM meetings and offer Zoom options. |
| 4. Childcare | We provide a space for kids during our meetings. |
| 5. The "Buddy" System | We have active greeters for new faces. |
| 6. Signage | We have clear, multilingual "Welcome" signs at the door. |
| 7. Neurodiversity | We offer sensory-friendly options at big events. |
| 8. Representation | Our Board reflects the student demographics. |
| 9. No Jargon | We explain every acronym, every single time. |
| 10. Paywall-Free | We offer sponsored memberships/free events. |

But we've tried that and it didn't work?

The "Why It Didn't Work" Diagnostic

Which of these four "Disconnects" might have happened?

1. The "Once and Done" Disconnect
2. The "Wrong Channel" Disconnect
3. The "In-Group" Disconnect
4. The "Asking, Not Listening" Disconnect

Engagement isn't a goal; it's a series of habits.

Common "First Steps" (Check one):

- Send one "Thank You" email to a new volunteer.
- Buy a "Welcome" mat for the PTA room/table.
- Ask the Principal for the top 3 languages spoken at home.
- Set a "Zoom link" for the next board meeting.

Inclusion is not a matter of political correctness. It is the key to growth.

- Jesse Jackson



Engagement isn't a goal; it's a series of habits.

We aren't looking for a 100% increase in attendance by next month.

We are looking for **one family** who used to feel like an outsider to finally feel like they belong.

If your 'One-Thing' makes that happen for just one person, this PTA is officially more successful than it was yesterday.

Inclusion is not a matter of political correctness. It is the key to growth.

- Jesse Jackson



Not all of us
can do *great* things
but we can do
small things with
great *love*

MOTHER TERESA



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