



Diversity, Equity & Inclusion: *Creating Cultures of Belonging in Shrewsbury*

An Update to School Committee
May 26, 2021

A plan is an opportunity.

- Make visible our efforts at continuous improvement
- Strengthen relationships with students, parents and staff
- Forge connections with the larger community



The Goal: *Environments Where Everyone's Success Matters*



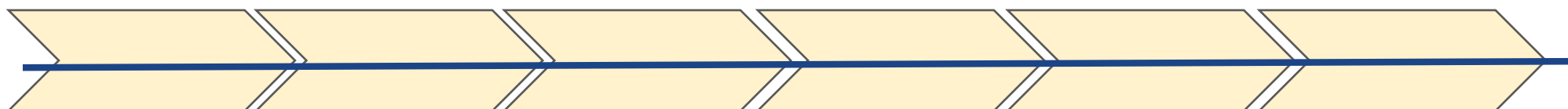
Data Informs Planning March, 2021

Consultants Dr. Akuoma Nwadike and Ms. Maureen Manning analyzed student data, and student supports. Reports will be forthcoming.

2018

2019-2020

2020-2021



SPS Strategic Plan approved

The district identified 4 main priorities.

Schools based goals on priorities.

SPS receives Equity Audit Report, June 2020

District leaders and other stakeholders aligned efforts to key recommendations

Strategic Planning & PD July 2020

District leaders met with MIT consultants for training

Coalition for Equity and Anti-Racism August, 2020

Group developed essential questions and a related vision for DEIB work in the district

District PD Day October, 2020

Dr. Irvin Leon Scott & Dr. Darnisa Amante-Jackson led the district professional development day for ALL staff

PD Day January, 2021

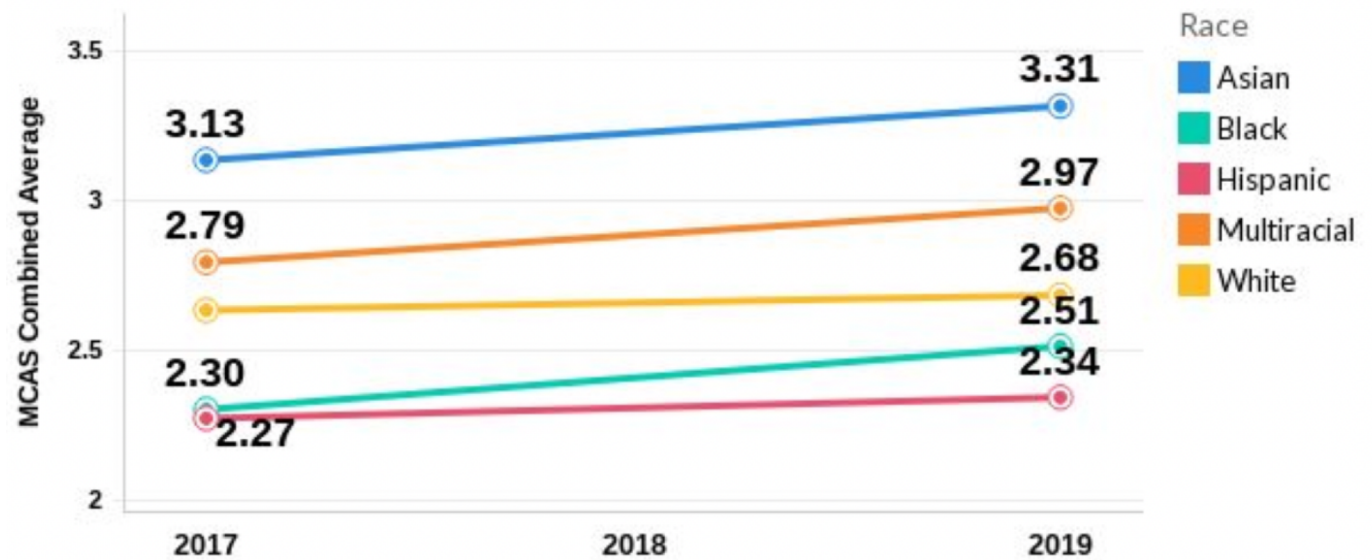
Dr. Amante-Jackson presented to professional staff and began consulting with the district

Feedback Welcome May, 2021

The district partnered with Panorama and Thought Exchange to seek feedback from the community

Data Informed in our Approach with Students

- Dr. Nwadike analyzed MCAS scores from 2017-2019
- An important finding is that scores are trending upwards.



Data Informed in our Approach with Staff

- Build on successes
- Identify new approaches



The Plan

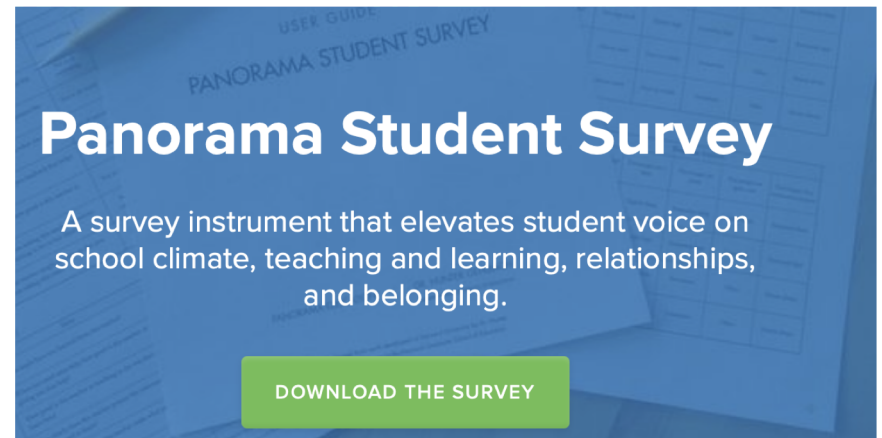


“If I had one hour to save the world, I would spend fifty-five minutes defining the problem and only five minutes finding the solution. ”

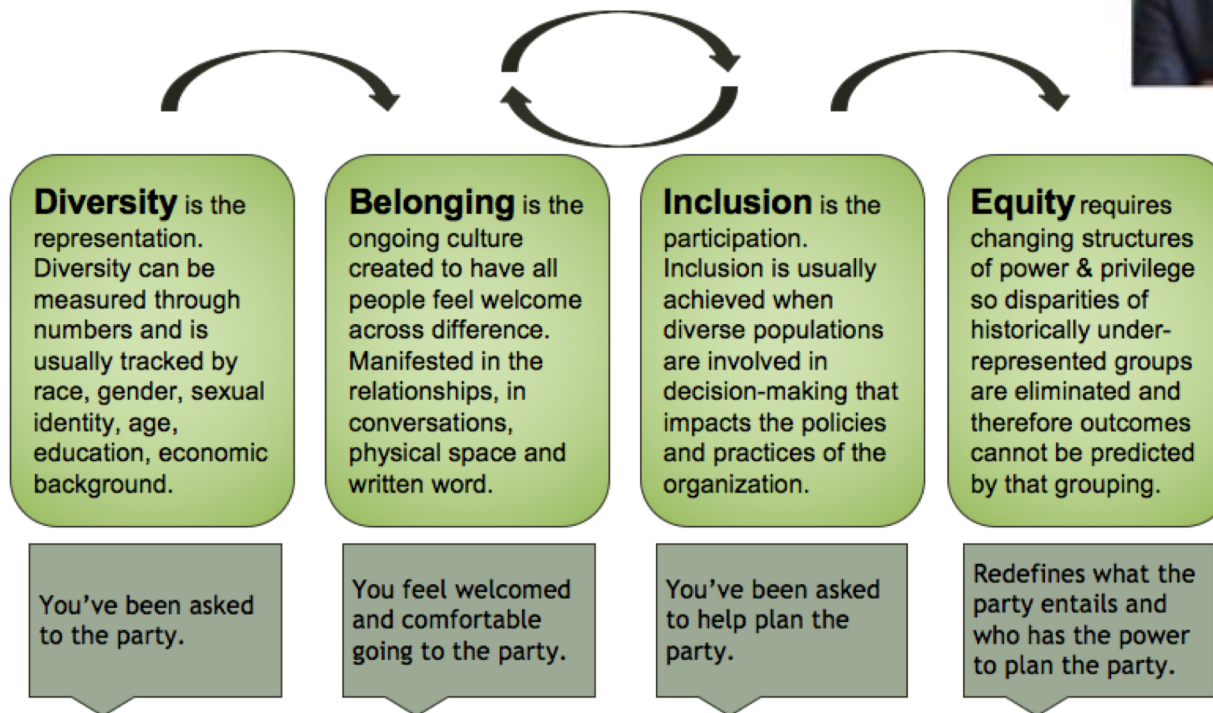
– Albert Einstein

Listen

- Staff survey results informed our approach to professional development
- Panorama survey will go out to students, families and staff in June
- Thought Exchange process will inform Mascot study group

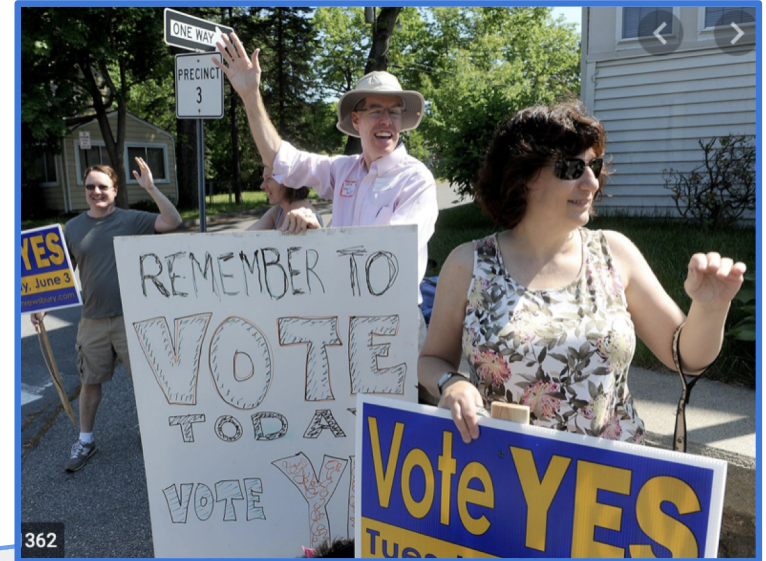


Learn



Plan

In this community, when we work together towards a shared goal, amazing things can happen.



SPS Innovation @SPSinnovates • **TONIGHT'S THE NIGHT!** Tune in to an INCREDIBLE show hosted by students in the SPS Performing Arts Program. See program for the full lineup!
Let's APPLAUD these STUDENTS and teachers! Donate: bit.ly/SPStelethon and help us reach \$50,000!
THANK YOU!!

Shrewsbury Public Schools Colonial Fund
Telethon March 5 & 6
For the Love of the Performing Arts

Watch the telethon on 83.00 channels 29 & 329
Livecasts on Shrewsbury Media Connection at <http://bit.ly/watchtelethon>
Donate at <http://bit.ly/SPStelethon>

For the love of the Performing Arts

A decorative graphic featuring musical notes, a treble clef, and two theater masks (comedy and tragedy) with a heart between them.

Questions?

