



DIVERSITY, BELONGING, INCLUSION & EQUITY: NEXT STEPS

Goals for 2021-2022

*A presentation to School Committee
November 10, 2021*



BE HERE.
BE YOU.
BELONG.

How does school culture and climate affect students and families?

Shared Goals

District leaders created specific goals that depict our priorities for fostering cultures of belonging this year, including:

- Effectively engaging families with diverse backgrounds
- Using data to identify opportunity gaps
- Increasing the diversity of SPS staff, and
- Increasing students' sense of belonging at school



Increase the Diversity of SPS Applicant Pools

The district will continue to increase the diversity of applicant pools for professional and leadership positions

- Promoting ways to adapt search processes,
- Using new web tools like IMDiversity,
- Identifying common elements of search processes that resulted in diverse hires
- Adopting strategies that lead to retention of new hires
- Beginning outreach to local universities
- Participating in DESE's Teacher Diversification Professional Learning Community



Invest in Ongoing Professional Development

By virtue of continued training, educators will work to increase students' self-reported sense of belonging

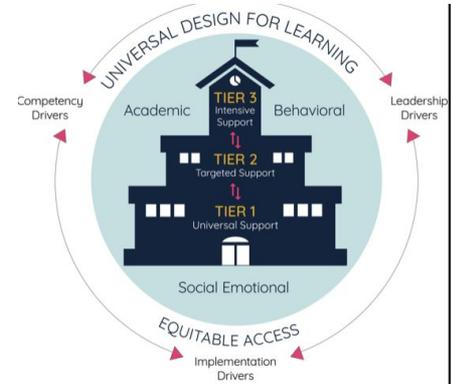
- August 31st training for all SPS staff featured speaker Dr. Darnisa Amante-Jackson
- One of the 10-hour strands of professional development for professional educators provided during the early release days will be the course *Becoming an Equitable Educator* that was piloted with the District Leadership Team last year.



Use Data to Inform Instructional Practice

District leaders at all levels will use district data to design, implement and monitor consistent Multi-Tiered Systems of Support (MTSS) practices

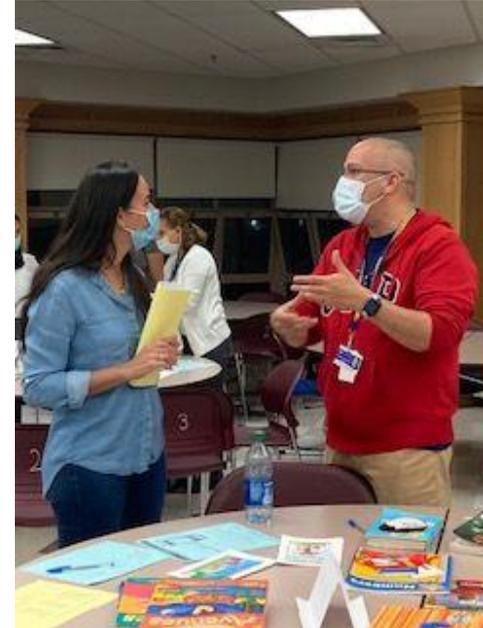
- Principals will form instructional data / early intervening teams to review data by trimester and to identify differences in the participation of different student groups (by race/ethnicity, English language learning status, socioeconomic status, etc.) in rigorous learning opportunities and school programs (such as AP classes, honors classes, academic co-curriculars, athletics, etc.)
- At all levels a renewed focus on adjusting instruction to meet the diverse needs of students will be key



Use Data to Increase Engagement with Families

The district will reach out to students and families using digital tools, focus groups, etc. to identify potential barriers to engagement for students, families, and staff with diverse backgrounds in our schools.

- Use the Panorama tool to survey students and families in the district in December 2021 and May 2022
- Continue to share survey results publicly



Use Feedback to Inform District Efforts

Superintendent Joe Sawyer will reconvene the Shrewsbury Public Schools Coalition for Equity and Anti-Racism

- Review the education recommendations from the town's Diversity, Equity, and Inclusion Task Force,
- Consider subsequent actions in light of those recommendations, and to hear progress updates from other district leaders.



Aligning Curriculum Content

The district will form a team of teachers and other professionals to review current research, consider curriculum options, and to recommend how best to incorporate an improved understanding and appreciation of diversity within the SPS curriculum.

- The instructional coaches and curriculum coordinators in Grades K-8 will solicit teacher representatives to join Ms. Clouter in reviewing curriculum materials that address anti-racism, diversity, belonging, equity, and/or inclusion.
- Shrewsbury High School leadership will work on the School Committee's charge to develop more robust educational programming relative to the history of the *Colonials* nickname

Thank you.



Diversity is the representation. Diversity can be measured through numbers and is usually tracked by race, gender, sexual identity, age, education, economic background.

You've been asked to the party.

Belonging is the ongoing culture created to have all people feel welcome across difference. Manifested in the relationships, in conversations, physical space and written word.

You feel welcomed and comfortable going to the party.

Inclusion is the participation. Inclusion is usually achieved when diverse populations are involved in decision-making that impacts the policies and practices of the organization.

You've been asked to help plan the party.

Equity requires changing structures of power & privilege so disparities of historically under-represented groups are eliminated and therefore outcomes cannot be predicted by that grouping.

Redefines what the party entails and who has the power to plan the party.