



SHREWSBURY PUBLIC SCHOOLS

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Diversity, Belonging, Equity & Inclusion: What are our goals this year?

An Update for the School Committee

November 3, 2021

Summary

A plan is an opportunity to clarify common aspirations, align district priorities with building-based goals, and to foster effective communication across levels. Although we were able to resume in-person learning this year, the lingering impact of the pandemic persisted as a challenge for some students and families. As a result, district leaders were particularly mindful of the importance of fostering strong relationships at school and connections between home and school. Attending to belonging is especially important for marginalized students and families. While we see our work with Diversity, Belonging, Inclusion and Equity intersecting with Social Emotional Learning, we must also address broader challenges. We also need to consider the recent recommendations made by the Education Subcommittee of the Town of Shrewsbury's Diversity, Equity, and Inclusion Task Force.

Overview

Research suggests districts should take a systemic approach to strategic work. As a team we considered several factors in our planning, including:

- effectively engaging students, families and staff with diverse backgrounds
- using data to identify and respond to opportunity gaps and barriers to learning
- increasing the diversity of SPS staff,
- fostering students' sense of belonging at school, and
- providing support to student subgroups in need

In recognition that a successful school year for all students entails attending to diversity, belonging, inclusion and equity concerns, the leadership team crafted a goals document (enclosed) to guide our work and to inform the next strategic plan.

In my presentation I look forward to describing our work in greater detail, outlining next steps and welcoming feedback on our plan for the year.