DPS Strategic Plan:
Diversity, Equity and Inclusion Pillar

December 13, 2021
DPS Priorities

So that, our students become productive, responsible, caring citizens of the global community and achieve their definition of success, DPS will...

- Create welcoming community for ALL
- Provide ongoing professional development on diversity, equity and inclusion for all adults
- Recruit and retain a diverse and culturally responsive workforce
- Conduct ongoing equity audits of policies, procedures and programs
- Include the history of racial oppression and works by authors of color and works from diverse perspectives in our curriculum
- Communicate about issues of racism and hate
Diversity, Equity and Inclusion

- Provide culturally responsive learning opportunities
- Build sense of belonging
- Establish school environment where all feel valued, heard and supported
- Implement professional learning so that all adults working with students will strive to become anti-racist educators
The Journey...

Curriculum selection process focused on access for all students, developed UDL lessons, and engaged in disaggregated data analysis.

Deepened our commitment to culturally responsive and inclusion work by becoming an ECLC Grant District (Spring 2018)

Reinforced our priority of safe and supportive learning environments with anti-racist lens during June 2020 PD

SY2020-21: 10 PD days - Anti-bias professional learning in addition to safe and supportive learning environments - CASEL SEL Equity Enhancements

DPS Team attended Zaretta Hammond Conference @ BPS infused her work in our SEI workshops and other professional learning (Oct 2018)

Dec 2020 - Curriculum Directors attend Equity Institute

Jan 2021 - Striving to Become Anti-racist Educators Study Group 75 PreK-12 Educators

Jan 2021 - ADL Anti-bias Training for Administrators

Jan 2021 - DHS Athlete Anti-bias Training

June 2021 - Building Relationships Book Clubs with anti-racist lens

Spring 2021: Project SEED (Seeking Educational Equity and Diversity)
2 DPS administrators

Fall 2021: Project SEED
8 Teacher Leaders + Asst Superintendent

Aug 2021 - Building Relationships and Identity Work

SY2021-22 - DEI Study Groups @ Elem, MS, and HS
DEI themes infused into adult professional learning

Students engaged in identity work and explicit SEL lessons

June 2021 - Building Relationships Book Clubs with anti-racist lens

Aug 2021 - Building Relationships and Identity Work

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DEI themes infused into adult professional learning

Students engaged in identity work and explicit SEL lessons
Sense of Belonging

“Inclusivity in the context of teaching and learning does not simply mean that ‘you are allowed to be present here.’ To be included means that ‘we have changed ourselves and our practices to make *here* a place where you can thrive.’ ”

Cornelius Minor, *We Got This*, p. 36.
Next Steps: Working with our Communities

- **School/district community**
  - **District Visioning**: DESE’s MTSS Academy - *Culturally Responsive Practices Leadership Academy* (The BlackPrint organization)
  - **Teachers/Admins**: Continue anti-bias/anti-racist professional learning
  - **Students**: Continue culturally responsive literature and civics units along with social emotional learning work
  - **DHS Students**: Anti-bias/anti-hazing training opportunities for student athletes
  - **Families**: Culture, Climate, and Transparency Committees, School Council DEI work

- **Town of Danvers community**
  - **Lappin Foundation**: Holocaust Symposium
  - **Equity - Community Study Group**: Developing our collective why for anti-bias/anti-racist work at the elementary level
  - **Community Engagement and Communications**: District/community projects
  - Connections with HRIC and North Shore NAACP
| Students | Empowering Student Voice at DHS  
- Anti-Discrimination Club  
- PRISM (Pride, Raising Awareness, Involvement, Support and Mentoring Alliance)  
- Issues to Action Club-strengthening reporting procedures  
- Women of the World Club  
- S.A.D.D  
- DanversCARES student leaders  
- DHS Student reps on Human Rights and Inclusion Comm.  
- On going student listening sessions w/ administration  
- Community block leaders | Social Emotional Learning (SEL - Equity Enhanced) and Anti-Defamation League (ADL) Anti-Bias Lessons and Resources | Lappin Foundation – Holocaust Symposium (select DHS students and community members) | Anti-Bias and Anti-Hazing Training for Athletes  
1. Janelle Ridley - Leadership Game Design  
2. Dennis Goodwin - Anti-Hazing Collaborative  
3. Northeastern University Center for Sport and Society (3 modules: Mentors in Violence Prevention, Don’t Hate the Player, Toxic Speech Prevention)  
4. MIAA Anti-Bias training/pledge (Massachusetts Interscholastic Athletic Association)  
5. DHS Anti-Bias Training for Athletes |

| Families | Culture, Climate, and Transparency (CCT) Committees  
- DHS Group (Nov 2021)  
- HRMS Group (Dec 2021)  
- Elementary Group (Jan 2022) | Diversity, Equity and Inclusion Goals in School Improvement Plans - Focused work for each school and school council | School administration hold individualized parent meetings as requested | Collaboration with school PACs - Parent Advisory Councils for programming |

| Teachers & Staff | Teacher Professional Learning Study Groups (voluntary)  
SY 2021-2022:  
Elem = Cultural Responsive Read Alouds  
MS = SEL Lesson Development with Equity Enhancements, HS = The Civically Engaged Classroom  
Winter 2021: Striving to Become Anti-Racist Educators Study Group (75 PK-12 Teachers) | Anti-Bias / Anti-Racist Work integrated into Professional learning (required for all teachers)  
(Being the Change, Start Here – Start Now, The Civically Engaged Classroom, ADL Foundational Training) | Social Emotional Learning professional learning  
Elem=Read aloud book + Open Circle lessons  
HRMS=Project Hawk lessons  
DHS=Community Block lessons | Hazing, Bullying and Inappropriate Behaviors, and Protecting Students from Abuse courses (NFHS - National Federation of State High School Associations)  
MIAA Anti-Bias Training & Pledge (Massachusetts Interscholastic Athletic Association) |
| Administrators | **Anti-Defamation League (ADL) Anti-Bias Work (Jan/Feb 2021)** | **Striving to Become Anti-Racist Educators Study Group** (Elementary Principals)  
Ongoing Readings and discussions at weekly meetings (Administrative Council) | **Essex County Learning Community – Equity and Anti-Racism Work** | **Massachusetts Partnership for Diversity in Education: Multicultural Staffing Initiative** (Diversifying our workforce) |
|----------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------|
| Community      | Lappin Foundation – **Holocaust Symposium** (select students and community members) | **Next steps with Community Engagement**  
• Community Conversations  
• Portrait of a Graduate  
• Equity Study Group | **District/Community DEI Theme-based Projects** in consultation with Karen Gross | **Connections with the Human Rights and Inclusion Committee, North Shore NAACP DanversCARES** |
| District       | **Culturally Responsive Practices Leadership Academy (CRPLA) – Strategic Work**  
The Danvers Public Schools is engaged in DESE’s Multi-Tiered System of Support (MTSS) Culturally Responsive Practices Leadership Academy (CRPLA) over the next three years to build our capacity to weave culturally responsive practices and a racial equity lens throughout our pedagogy, policies, structures, and systems. We will learn the foundational content of equity and create strategic goals and implementation plans to embed culturally responsive and equitable practices across our district. We will examine content on the intersection of race, culture, class, and schooling, and will be coached and guided by the BlackPrint organization to construct and execute district-wide equity plans.  
• All district and school plans are developed through Equity Planning Tool to ensure each decision is aimed at advancing equity.  
• The intersection of diversity, equity and inclusion with curriculum, instruction and assessment happens in our Multi-tiered System of Support (MTSS)  
• The ultimate goal: All students achieve when they experience an inclusive, emotionally supportive and culturally responsive environment provided by educators who believe in their ability to learn. |
Programming Expense Estimate

Estimated total: $40,000

Funded through the following sources:

● Program development budget line
● Grants/donations
● Application for the Hate Crime Prevention Grant through DESE (due 12/30/21)
Community Plan

- **Goal:** Understand the big ideas of antiracism/anti bias work and why it needs to start with our youngest learners.
- Culturally relevant and sustaining practice.
- Affirmation and awareness of everyone's story.
- Connection of past to present.

4 hours starting in January

- Exploring the big ideas
- Young children and race
- Systems at work
- Sustainable practices

Based on the book *Start Here, Start Now* with articles and videos for our learning together
DPS Community Engagement

Seek Proposals- Up to $50K

- Review current engagement strategies
- Two surveys - staff and families and interviews
- Assess successes, challenges and vision
- Produce strategic messaging assets based on the community’s priorities