

## DPS Stakeholder Work for Anti-Bias and Anti-Racist Education

<b>Students</b>	<b>Empowering Student Voice at DHS</b> <ul style="list-style-type: none"> <li>● Anti-Discrimination Club</li> <li>● PRISM (Pride, Raising Awareness, Involvement, Support and Mentoring Alliance)</li> <li>● Issues to Action Club-strengthening reporting procedures</li> <li>● Women of the World Club</li> <li>● S.A.D.D. (Students Against Destructive Decisions)</li> <li>● DanversCARES student leaders</li> <li>● DHS Student representatives on Human Rights and Inclusion Comm.</li> <li>● Ongoing student listening sessions with administration</li> <li>● Community block student leaders</li> </ul>	<b>Social Emotional Learning (SEL- Equity Enhanced) and Anti-Defamation League (ADL) Anti-Bias Lessons and Resources</b>	<b>Lappin Foundation</b> <ul style="list-style-type: none"> <li>● Holocaust Symposium (select DHS students and community members)</li> <li>● International Holocaust Remembrance Day activities at HRMS, January 2022</li> </ul>	<b>Anti-Bias and Anti-Hazing Training for Athletes</b> <ol style="list-style-type: none"> <li>1. Janelle Ridley - Student Leadership Game Design</li> <li>2. Dennis Goodwin - Anti-Hazing Collaborative</li> <li>3. Northeastern University Center for Sport and Society (3 modules: Mentors in Violence Prevention, Don't Hate the Player, Toxic Speech Prevention)</li> <li>4. MIAA Anti-Bias Training/Pledge (Massachusetts Interscholastic Athletic Association.)</li> <li>5. DHS Anti-Bias Training for Athletes</li> </ol>
<b>Families</b>	<b>Culture, Climate, and Transparency (CCT) Committees</b> <ul style="list-style-type: none"> <li>● DHS Group (Nov 2021)</li> <li>● HRMS Group (Dec 2021)</li> <li>● Elementary Group (Jan 2022)</li> </ul>	<b>Diversity, Equity and Inclusion Goals</b> in school improvement plans - Focused work for each school and school council	<b>School administration hold individualized parent meetings as requested</b>	Collaboration with school PACs - Parent Advisory Councils for programming
<b>Teachers &amp; Staff</b>	<b>Teacher professional learning study groups (voluntary)</b> <b>SY 2021-2022:</b> Elem = Cultural Responsive Read Alouds MS = SEL Lesson Development with Equity Enhancements, HS = <i>The Civically Engaged Classroom</i> <b>Winter 2021:</b> Striving to Become Anti-Racist Educators Study Group (75 PK-12 Teachers)	<b>Anti-bias / anti-racist work integrated into professional learning (required for all teachers)</b> <i>(Being the Change, Start Here – Start Now, The Civically Engaged Classroom, ADL Foundational Training)</i>	<b>Social emotional learning (SEL) professional learning</b> <b>Elem</b> =Read aloud book + Open Circle lessons <b>HRMS</b> =Equity-enhanced CASEL competencies integrated in Project HAWK lessons <b>DHS</b> =Community Block lessons	<b><i>Bullying, Hazing, and Inappropriate Behaviors and Protecting Students from Abuse</i></b> courses (NFHS - National Federation of State High School Associations.)  <b>MIAA Anti-Bias Training and Pledge</b> (Massachusetts Interscholastic Athletic Association)



<b>Administrators</b>	<b>Anti-Defamation League (ADL)</b> Anti-bias work (Jan/Feb 2021)	<b>Striving to Become Anti-Racist Educators Study Group</b> (Elementary Principals)  <b>Ongoing readings and discussions at weekly meetings</b> (Administrative Council)	<b>Essex County Learning Community (ECLC)</b> – Multi-Tiered System of Supports (MTSS), Equity, anti-racism, and SEED program (Seeking Educational Equity and Diversity)	<b>Massachusetts Partnership for Diversity in Education: Multicultural Staffing Initiative</b> - Diversifying our workforce
<b>Community</b>	Lappin Foundation – <b>Holocaust Symposium</b> (select students and community members)	<b>Next steps with Community Engagement</b> <ul style="list-style-type: none"> <li>● Community Conversations</li> <li>● Portrait of a Graduate</li> <li>● Equity Study Group</li> </ul>	<b>District/Community DEI Theme-based Projects</b> in consultation with Karen Gross	<b>Connections with the Human Rights and Inclusion Committee, North Shore NAACP, and DanversCARES</b>
<b>District</b>	<p style="text-align: center;"><b>Culturally Responsive Practices Leadership Academy (CRPLA) – Strategic Work*</b></p> <p>The Danvers Public Schools is engaged in DESE’s Multi-Tiered System of Support (MTSS) <b>Culturally Responsive Practices Leadership Academy (CRPLA)</b> 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.</p>			