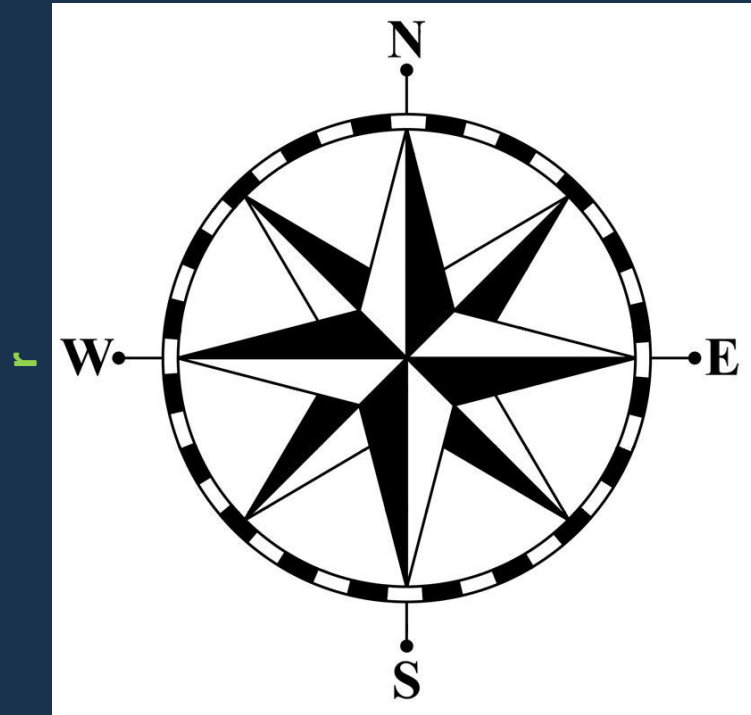


COMPASS

Working
Together



Networking

Education

Support

2020-2021

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MISSION

Compass is a Ancillae Assumpta Academy Parent led group whose purpose is to:

- Help bring our families together in support of the school's commitment to providing a supportive, stimulating environment in a diverse and inclusive manner.
- Encourage broader awareness and education for our school and for our children about family types, cultures, ethnicities, races, national origins, religious experiences and abilities that are different than our own.
- Partner with school administration and faculty to build and sustain a community at AAA that is supportive and encouraging of diversity and inclusion.
- Provide support, resources, and feedback about diversity and inclusion efforts across the school with curricula and co-curricula that appropriately reflects the world we inhabit.

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AAA Engagement Model

- COMPASS is currently led by an elected 2 person leadership team. The leadership team meets internally at least bi-monthly.
- COMPASS leadership sits with AAA administration before each general body meeting.
- COMPASS encourages open dialogue and communication. Please share your thoughts, ideas or feedback with any member of the leadership team either in person, via email or phone or, at general body meetings.
- All AAA parents are welcome participants in COMPASS meetings, activities etc.

COMPASS Leadership Team contact info:

Alyson Beasley-Bradley – ajb0791@icloud.com, 201-289-0861 (c)

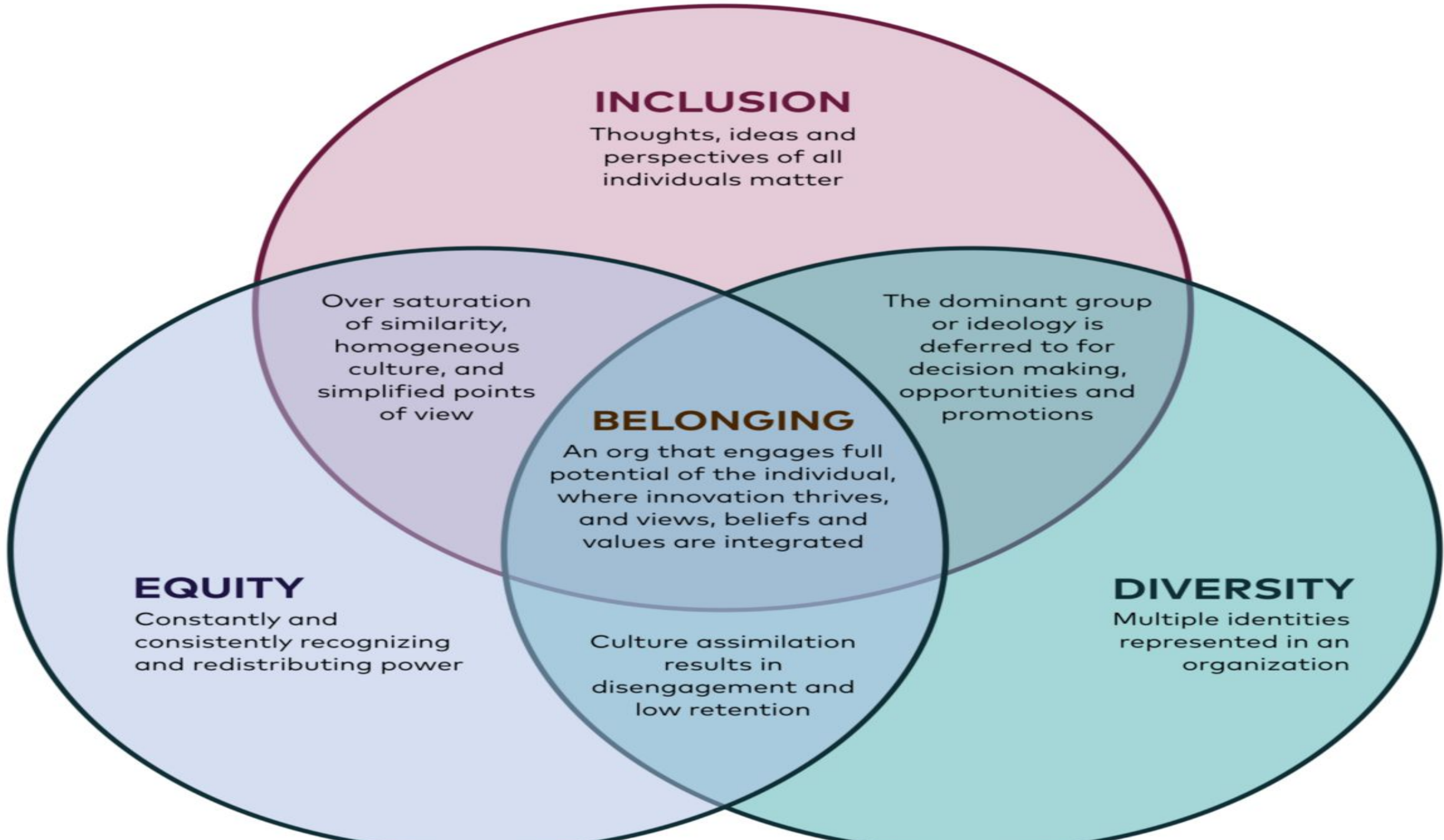
Crystal Slater – ckslater08@gmail.com 267-767-3109 (c)

Nora Moffat – nmoffat@ndapa.org 215-896-6511 (c)

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AAA's DEI Strategic Plan

- Ancillae Assumpta Academy developed a strategic plan , “Forging Our Future 2019-2023” as a “bold strategic vision designed to move Ancillae full speed ahead fostering an environment where students are prepared to be dynamic and impactful global citizens.
- COMPASS met with AAA administration in fall of 2019 and proposed the following DEI focused strategic plan enhancement ideas most of which were adopted:
 - Encourage DEI professional development including performing unconscious bias assessments and training for all AAA employees.
 - Heighten awareness in classrooms, curriculum and student activities
 - Promote active listening at all levels, administration, faculty and student
 - Adopt DEI pledge as part of faculty/staff assessments
 - Create, fund, and staff an AAA Office of Diversity and Inclusion to oversee and coordinate these DEI related efforts.

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2019-20 Compass recommended DEI Activities

- Encourage Compass/AAA Professional Development – The Race Institute (was scheduled for May 2020- will be held virtually)
- Establish Faculty Liaison(s) – (completed)
- Initiate First AAA Heritage Night (Orig. Scheduled for May 2020- will be revisited for the 2020-21 school year)
- First AAA school wide Black History Month assembly (Dr. Century as Bessie Coleman and Harriet Tubman -Feb 2020)

COMPASS – Faculty Liaisons

- Keep COMPASS and AAA faculty and admin connected and informed on DEI efforts by attending COMPASS meetings.
- Help collect and disseminate information on age-appropriate DEI practices, lessons and curriculum development at all grade levels.
- Help educate AAA staff and faculty about DEI topics, developments and upcoming opportunities for professional development.
- Promote a network of DEI resources and communicate regularly with DEI subject matter experts (SMEs).
- Contribute to regular reporting on DEI program efforts and level of integrated activities that align with AAA's strategic plan and priorities.
- Coordinate/participate with school staff, faculty and student participation in special projects and other efforts to promote DEI through school or COMPASS activities.
- Share curricular and co-curricular updates from faculty at COMPASS parent meetings.

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The RACE Institute - www.raceinstitute.org - "The Race Institute for K-12 Educators is an affordable and accessible opportunity for educators to grow their racial identities espousing the belief that it is the job of all educators to support the positive racial identity development of students; educators cannot accomplish this if they themselves do not have a positive racial identity. The workshop takes place over the course of three 8-hour days

- **Why attend?** Because much work has to first be done to understand the historical, common, and accepted & overlooked practices that are not promoting anti-racist behavior and learning practices.
- Because we will be in good company, alongside educators from top schools and universities who have done this work and lead schools in this work.
- Because we will hear from students who have experienced racial biases in their schools. A rare opportunity to listen to students not from one's own school, which may encourage more candidness and honesty.
- Because as school leaders, it is important to look at one's own racial experience and identity before doing any work on this for the students and the entire school community.

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African American History Month - Presenting Dr. Daisy Century

- Historical Interpreter, Actress, Educator and Writer www.daisycentury.com
- Dr. Century defines her role as a Historical Interpreter because she becomes that character. She dresses like the character from that particular time period and weaves their story to the audience from birth to death. She engages the audience through every phase of their life. The audience will be right there to laugh, cry, sigh, and cheer as the character unfolds right in front of their eyes. The performances are usually 35 minutes to 1 hour long. There is always room for questions at the end.
- Dr. Century has her Ed.D. She taught for over twenty years in the Philadelphia School System as an award winning science teacher. She has become quite a history hound and historian researching information for her historical interpretations.



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COMPASS Anti Racism Recommendations for AAA:

- Create **Anti-Racism Task Force** – special committee including members of AAA’s Board, Administration, Faculty with the goal to dismantle racism in our community through systemic and deliberate action.
- Engage Professional Services (consultant) for DEI and Antiracism to help facilitate and prioritize AAA’s Antiracism and DEI plans.
- Evaluate and re-prioritize DEI strategy and plan *including specific anti-racism actions*.
- Hold **Virtual Listening Sessions** – To give voice to concerns regarding implicit/explicit bias, racism, disengagement and tension.
- Create **Virtual Community Forums** (Community Engagement) - for students, parents, alumni for education and discussion – facilitated by professional services
- Conduct a **Climate Survey** for the broader school community – to deliver qualitative and quantitative data providing a deeper understanding of the climate of inclusion at AAA.

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Support



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Diversity, Equity, and Inclusion Strategic Plan

Developed and rolled out in 2019. In concert with Compass, the Plan was expanded to its current form and includes:

- Mission
- Governance
- Administration
- Personnel
- Professional Development
- Program
- Community
- Communication
- Admissions

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Diversity, Equity, and Inclusion Strategic Plan

Mission

- Create Statement of Diversity, Equity, and Justice

Governance

- DEI Board of Trustees Committee

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Diversity, Equity, and Inclusion Strategic Plan

Administration

- Identify and appoint faculty liaison

Personnel

- Recruit, hire, and retain teachers, staff, and administrators of color

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Diversity, Equity, and Inclusion Strategic Plan

Professional Development

- Increase racial/cultural/global competency and develop skills to promote equity and foster inclusion

Program

- Increase student engagement and learning opportunities
- Increase opportunities for global collaboration

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Diversity, Equity, and Inclusion Strategic Plan

Community

- Celebrate diversity of our school community

Communication

- Improve communications with parents and community regarding diversity and inclusion

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Diversity, Equity, and Inclusion Strategic Plan

Admissions

- Increase diversity of student population

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Priorities 2020-2021

- Board Level
 - Committee formation
 - Training
 - Shared reading
 - Audit
- School Culture
- Curriculum
 - Materials review
 - Teaching Tolerance and Nearpod Racial Justice
- Professional Development
 - Professional Learning Groups
 - Diversity facilitator

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