



RTSD Plan for 2022-2023 Implementation

Through our ongoing work with our District Initiative of Diversity, Equity, and Inclusion, we continue to learn more about our community needs and plan next steps forward. One of those, for the 2022-2023 school year, will enable all RTSD employees and the School Board to participate in a book study and school climate surveys to help the District further foster a strong and enduring culture for one and all of belonging, dignity, and inclusion.

This communication highlights our upcoming plans for next school year. We hope you enjoy the book!



All staff will receive a copy of the book to read



All staff and students will participate in climate surveys to identify areas of focus



Each building will facilitate a book study over the course of the school year



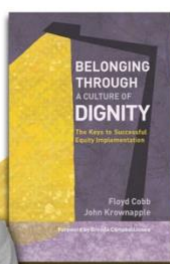
RTSD will collaborate with all stakeholders to focus on belonging, dignity, and inclusion

Authors' Description of the Book

To bring about educational equity, every student must experience access and belonging.



Authors Floyd Cobb and John Krownapple



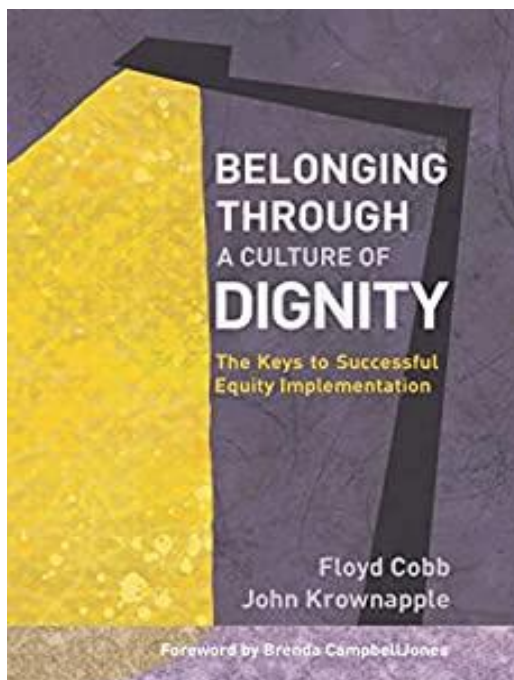
While efforts to achieve equity in education are prominent in school districts across this country, the effective implementation that results in meaningful change remains elusive.

Even with access to compelling theories and approaches such as multicultural education, culturally responsive teaching, culturally relevant instruction, culturally sustaining pedagogy, schools still struggle to implement equitable change that reshapes the academic experiences of students marginalized by the prevailing history, culture, and traditions in public education. Instead of getting it right with equity implementation, many schools and districts remain trapped in a cycle of equity dysfunction.

In *Belonging Through a Culture of Dignity*, Cobb and Krownapple argue that the cause of these struggles are largely based on the failure of educators to consider the foundational elements upon which educational equity is based, belonging and dignity. Through this work, the authors make these concepts accessible and explain their importance in the implementation of educational equity initiatives. Though the importance of dignity and belonging might appear to be self-evident at first glance, it's not until these concepts are truly unpacked, that educators realize the dire need for belonging through dignity.

Once these fundamental human needs are understood, educators can gain clarity of the barriers to meaningful student relationships, especially across dimensions of difference such as race, class, and culture. Even the most relational and responsive educators need this clarity due to the normalization of what the authors refer to as dignity distortions.

Cobb and Krownapple challenge that normalization and offer three concepts as keys to successful equity initiatives: inclusion, belonging, and dignity. Through their work, the authors aim to equip educators with the tools necessary to deliver the promise of democracy through schools by breaking the cycle of equity dysfunction once and for all.





Timeline	Book Study Implementation Steps
May – June 2022	Administrative planning meetings with authors, John Krownapple and Floyd Cobb
June 2022	Distribute books to all RTSD staff with letter and info flyer describing the Radnor Book Study for 22-23
July 26 and August 26 2022	Facilitate Administrative Team and School Board Orientation Sessions with authors, John Krownapple and Floyd Cobb (3 hours each meeting / 8:30 – 11:30 AM)
August 29, 2022	Convocation – Keynote Speech from author, John Krownapple (60 min)
September 29, 2022	Admin Council Meeting - Administrative Team Training Session – Day 1 (3 hours via Zoom) <i>*Focus: Book Study facilitation and administration of PSSM climate survey</i>
Early October 2022 Section 1	School-based teams facilitate the first section of the Book Study with all teachers and support staff members
October 2022	Administer the <i>Psychological Sense of School Membership (PSSM)</i> survey for all staff members
October 17, 2022	Admin Council Meeting - Administrative Team Training Session – Day 2 (3 hours via Zoom)
October 18, 2022 6:30 – 8:00 pm	Community Conversation Evening Event – Facilitated by author, John Krownapple <i>*Author, John Krownapple will provide an overview of the Belonging through Dignity work for the community</i>
November 2, 2022	Admin Council Meeting - Administrative Team Training Session – Day 3 (3 hours via Zoom) <i>*Focus: Admin team support for climate survey analysis</i>
November 2022 Section 2	School-based teams facilitate the second section of the Book Study with all teachers and support staff members
November 8, 2022 Lunch and Learn	District-wide PD Day – Organize and facilitate the first and second sections of the book study with admin support staff members, maintenance and custodial staff, transportation staff, food service staff, any other individuals or departments not involved in building-based work through a “Lunch and Learn” at RMS LGI
December 1, 2022	Administrative Team Training Session – Day 4 (if needed); Focus to-be-determined
January 2023	Administer the <i>Psychological Sense of School Membership (PSSM)</i> survey for all 3-12 grade students
January 2023 Section 3	School-based teams facilitate the third section of the Book Study with all teachers and support staff members
March 17, 2023 Lunch and Learn	District-wide PD Day – Organize and facilitate the third and fourth sections of the book study with admin support staff members, maintenance and custodial staff, transportation staff, food service staff, any other individuals or departments not involved in building-based work through a “Lunch and Learn” at RMS LGI
March 2023 Section 4	School-based teams facilitate the fourth and final section of the Book Study with all teachers and support staff members; All RTSD staff debrief the book study, implementation actions, and next steps
Building-based Supports and Climate Surveys	1-2 building-based in-person meetings will be scheduled with members of the facilitation team; Climate surveys would be included throughout this timeline to identify areas of strength and areas for growth regarding student and staff belonging in the RTSD school community