

**SUFFIELD PUBLIC SCHOOLS  
DISTRICT ADVANCEMENT PLAN  
2022-2023**

**District Name:** Suffield Public Schools  
**Current School Year:** 2022-2023





## SUFFIELD PUBLIC SCHOOLS DISTRICT ADVANCEMENT PLAN 2022-2023

### Mission

The mission of the Suffield Public Schools is to prepare all students with the knowledge, skills and attributes required for success in a rapidly changing world.

### District Beliefs

In pursuit of this mission, we believe that:

- When we address students' diverse academic, social, emotional and physical needs, all will learn;
- All students need equitable access to appropriate resources and opportunities to excel;
- Multiple measures of student learning are required to drive continuous improvement;
- Students and adults thrive in a safe and secure learning environment characterized by responsibility, fairness, respect, and civility;
- Highly effective teachers and instructional leaders who engage students in rigorous and challenging experiences are the keys to student success;
- An excellent district staff supports success in every classroom, facility and setting; and
- Partnerships, collaboration and communication with families and the community are vital to our mission.

### Board Goals

#### Goal 1

**Collaborative Partnerships:** The Suffield Public Schools will be a collaborative partner with parents, guardians, staff and other community resources to ensure the academic, social, and emotional needs of students are met.

#### Goal 2

**Student Achievement:** The Suffield Public Schools will systematically collect and use meaningful data to measure student achievement and growth, provide interventions, and improve instructional practices.

#### Goal 3

**Professional Growth:** The Suffield Public Schools will provide opportunities for professional growth to cultivate a talented workforce that will contribute to a challenging, innovative and collaborative culture defined by continuous improvement.

#### Goal 4

**Building Blocks to Success:** The Suffield Public Schools will develop curriculum and provide programming to engage students in rigorous, dynamic, and relevant learning experiences in alignment with the Suffield Portrait of a Graduate.

#### Goal 5

**Safe School Climate and Culture:** The Suffield Public Schools will continue to engage our students, parents, staff, and Suffield community in fostering an inclusive, responsive, safe and accepting environment built on mutual respect, civility and non-discrimination.

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**THEORIES OF ACTION**

**BOE GOAL 1 Theory of Action:**

*If we foster a positive district culture with a high level of outreach, communication, engagement, and collaboration with town government and the community, then we will be more effective in mobilizing students, faculty, staff, parents, and community members around continuous improvement and high levels of student achievement.*

**BOE GOAL 2 Theory of Action:**

*If we establish a system of monitoring through the use of student assessment data, curriculum review, and evaluation, then will be more effective in adjusting our curriculum, programming, and instructional pedagogy to insure a high level of student achievement.*

**BOE GOAL 3 Theory of Action:**

*If we assure that all staff are provided meaningful professional development opportunities that are current in theory, practical, and align directly with their responsibilities, then staff will be able to apply their learning and enhance their effectiveness in meeting the needs of our students.*

**BOE GOAL 4 Theory of Action:**

*If we continue the implementation of revised curriculum with an emphasis on alignment and consistency between documented curriculum and delivered curriculum, then we will be able to ensure that fidelity of implementation exists, resource allocation occurs, and the proper instructional supports are in place for both students and teachers.*

**BOE Goal 5 Theory of Action:**

*If we cultivate an environment that fosters acceptance, mutual respect, civility, and non-discrimination, then we will establish a school district culture that is welcoming, supportive, and fulfills our district's mission and goals.*

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**GOAL 1: Collaborative Partnerships:** The Suffield Public Schools will be a collaborative partner with parents, guardians, staff and other community resources to ensure the academic, social, and emotional needs of students are met.

**NAME OF PERSON RESPONSIBLE:** Superintendent, Assistant Superintendent, Director of Special Services, Business Manager, Special Education Supervisors, Principals, Assistant Principals, District Faculty and Staff

Identified Goals	Strategies	Action Steps	Indicators of Success
<p>Continue to expand open dialogue, communication, and sharing of practices to improve school climate and morale</p> <p>Further enhance our capacity to share information with parents and community members</p> <p>Continue to foster a sense of trust and understanding across the district</p> <p>Foster leadership opportunities for staff</p>	<p>Foster communications both student-based and school-based to families in an ongoing and consistent manner</p> <p>Implement district online presence to support and encourage parent involvement and to increase frequency of use</p> <ul style="list-style-type: none"> <li>• Suffield Public Schools App</li> <li>• Suffield Public Schools Website</li> <li>• Facebook</li> <li>• Twitter (administration)</li> </ul> <p>Implement the use of Social Media to provide timely communication with families</p> <p>To foster a sense of student, staff, parent and community involvement, Administration will utilize:</p> <ul style="list-style-type: none"> <li>• Suffield Public Schools App</li> <li>• SchoolMessenger</li> <li>• Suffield Public Schools Website</li> </ul>	<p>Research and implement student-based communications strategies to fully inform parents and guardians of progress:</p> <ul style="list-style-type: none"> <li>• Student-based Goal Setting</li> <li>• Students-led Conferences</li> <li>• Digital Portfolios</li> <li>• Google Classroom</li> </ul> <p>Enhance web presence to include:</p> <ul style="list-style-type: none"> <li>• Events and Activities</li> <li>• Student Work</li> <li>• Policies</li> <li>• Procedures</li> <li>• Resources</li> </ul> <p>Review and update Parent/Staff Feedback Survey for school and district alignment and usefulness</p>	<p>Spring feedback survey results</p> <p>Review survey results and devise strategies during:</p> <ul style="list-style-type: none"> <li>• Leadership Council Meetings</li> <li>• Student Achievement Meetings</li> <li>• Student Support Meetings</li> <li>• Central Office Meetings</li> <li>• Team Leader Meetings</li> <li>• Staff Meetings</li> </ul>

<p>Increase Parental Engagement in district, school, and classroom initiatives</p> <p>Foster community partnerships</p>	<ul style="list-style-type: none"> <li>• Staff Meetings</li> <li>• School Advancement Planning meetings</li> <li>• After-school Meetings</li> <li>• Other committee meetings to engage in discussions and communicate out to parents regarding school and instructional practices</li> <li>• Monthly Superintendent Office Hours <ul style="list-style-type: none"> <li>○ <i>AWS</i></li> <li>○ <i>MIS</i></li> <li>○ <i>SMS</i></li> <li>○ <i>SHS</i></li> </ul> </li> <li>• Quarterly Principal Advisory Council</li> <li>• Superintendent Coffee Hours</li> <li>• Senior Center Events</li> <li>• Board Meeting Presentations</li> <li>• PTO Involvement</li> <li>• Special Education Parent Groups Involvement</li> <li>• Education Foundation Involvement</li> </ul> <p>To foster staff leadership, Administration will provide leadership opportunities through:</p> <ul style="list-style-type: none"> <li>• PDEC Committee</li> <li>• Professional Learning Communities</li> <li>• Instructional Coaching</li> <li>• Interventionists</li> <li>• K-12 Curriculum Writing Committees</li> <li>• School Assemblies</li> <li>• Informal Mentors</li> <li>• TEAM Coordinating Committee</li> <li>• TEAM Mentors</li> <li>• Team Leaders</li> <li>• Staff Meeting Presentations</li> </ul>	<p>Utilize Website, Suffield Public Schools App, and School Messenger for:</p> <ul style="list-style-type: none"> <li>• Electronic notifications</li> <li>• Live Feeds</li> <li>• Staff and Student Recognitions</li> <li>• Surveys</li> </ul> <p>Twitter, Google and Seesaw to be used at both the school and district level</p> <p>Superintendent and Administrator Office Hours</p> <p>Monthly Coffee Hours with Superintendent &amp; Administration</p> <p>Continue community conversations surrounding district initiatives</p> <p>Implement School Based Parent Involvement</p> <ul style="list-style-type: none"> <li>• Orientations</li> <li>• Parent Informational Meetings</li> <li>• Traditions</li> <li>• Open Houses</li> <li>• Parent/Teacher Conferences</li> <li>• School Concerts</li> <li>• Field Days</li> <li>• Art Shows</li> <li>• Athletics</li> <li>• Intramurals</li> <li>• Clubs and Activities</li> <li>• Evening Family Events</li> </ul>	<ul style="list-style-type: none"> <li>• PDEC Meetings</li> </ul> <p>Responses to exit interview questions</p> <p>Social Media Analytics</p> <p>Accumulation of Updates to District Website</p> <p>Office Hours dates and times scheduled and shared with staff</p> <p>Superintendent's Coffee Hours</p> <p>Forum dates</p> <p>Agenda topics for each forum</p> <p>Increased parent attendance at evening events</p> <p>Increased parent attendance during school time activities</p>
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	<ul style="list-style-type: none"> <li>• Tuesday Meetings</li> <li>• Professional Development Facilitators</li> <li>• Professional Development Workshops</li> <li>• BOE Meeting Presentations</li> </ul> <p>The BOE Communications Committee will collaboratively work to further promote community sharing of district information</p> <p>The BOE Communications Committee will develop a quarterly newsletter</p> <p>Utilize forums and communication tools to communicate with parents and stakeholders important information as it relates to district initiatives</p> <ul style="list-style-type: none"> <li>• Smarter Balanced State Assessments</li> <li>• Standards Based Report Cards (K-5)</li> <li>• STAR Assessments (K-8)</li> <li>• STAR Assessments (Grade 9, 10 Math)</li> <li>• Interim Benchmarks (3-12)</li> <li>• Lexia (Tier III Literacy)</li> <li>• District Programming (Bridges, Investigations, Illustrative Math, Foundations, TCRWP, AP, ECE, ASTE AgriScience, Career Internship Program, SEL, NGSS)</li> <li>• Portrait of the Graduate K-12 Outcomes</li> </ul> <p>Develop initiatives aimed at increasing parental participation and community support for the schools</p>	<ul style="list-style-type: none"> <li>• Celebrations of Performing and Visual Arts</li> </ul> <p>Continue to support partnerships with community programs</p> <ul style="list-style-type: none"> <li>• Suffield Community Aid</li> <li>• Suffield Library</li> <li>• Suffield Booster Club</li> <li>• Suffield Lions Club</li> <li>• Suffield Rotary Club</li> <li>• School Resource Officers</li> <li>• Youth and Family Services</li> <li>• Suffield Foundation for Excellent Schools</li> <li>• Suffield PTO</li> <li>• Suffield PTAC</li> <li>• Local Civic Organizations</li> <li>• Parks and Recreation</li> </ul> <p>Provide opportunities for teacher leadership to work in partnership with district administration</p> <p>Provide workshops to students and parents surrounding social media utilization, equity, diversity and discrimination</p>	<p>Leadership meetings held with committees at noted frequencies</p> <p>Parent evening informational sessions</p> <p>College and Career planning sessions at SMS and SHS with parents and students</p> <p>College admissions evening</p> <p>Personalized course selection meetings at SMS and SHS for parents and students</p>
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	High School Student Representation at BOE Meetings Student Digital Citizenship Initiative		
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**GOAL 2: Student Achievement:** The Suffield Public Schools will systematically collect and use meaningful data to measure student achievement and growth, provide interventions, and improve instructional practices.

**NAME OF PERSON RESPONSIBLE:** Superintendent, Assistant Superintendent, Director of Special Services, Director of Technology, Special Education Supervisors, Principals, Assistant Principals, District Faculty and Staff

Identified Goals	Strategies	Action Steps	Indicators for Success
<p>Improve and streamline our assessment practices to effectively measure student growth and inform classroom instruction</p> <p>Administer, analyze and inform instruction based on Universal Screen and Progress Monitoring Data</p> <p>Implement Multi-tiered System of Supports Plan to support social, emotional, and academic needs of all learners</p> <p>Develop Innovation Team Programming:</p> <ul style="list-style-type: none"> <li>• Districtwide Technology Review</li> <li>• Learning Commons/Makerspaces</li> </ul>	<p>Implementing current Universal Screens to assess student proficiency for academic and social emotional well-being, and to advise the district on whether to continue our current assessments or make adjustments</p> <ul style="list-style-type: none"> <li>• Student Achievement Meetings</li> <li>• Data Studio</li> </ul> <p>Review student assessment trends in NGSS, PSAT, SAT, ACT, ECE, and AP</p> <p>Review Universal Screening Assessment data to ensure effectiveness and alignment to district need</p> <p>Student Achievement Meetings to review school data with administration, team leaders and district leaders</p> <p>Utilize revised handbook of protocols for Special Education Identification and Services in alignment with IDEA</p>	<p>Administration and staff will collectively determine district assessments required for continual monitoring of student progress across all grades and establish school and teacher goals as they relate to student progress</p> <p>Provide summer “Data Studio Boot Camp” for administration and instructional coaches</p> <p>Continue with MTSS efforts at AWS and MIS</p> <p>Collaborate with EASTCONN for development of SMS data studio, devise Multi-tiered System of Supports procedures and programming at SMS, implementation oversight of intervention programming and ongoing</p>	<p>Ongoing review of Suffield assessments K – 12 with a focus on Literacy and Mathematics</p> <p>Implement rubrics and identified assessments per standards reflected in standards based grading</p> <p>Completion of timeline and PD activities</p> <p>Numbers of students receiving Tier I, Tier II, and Tier III will align with “publisher</p>



<ul style="list-style-type: none"> <li>• STEM</li> <li>• Library Media Sciences</li> <li>• Enrichment</li> </ul> <p>Develop opportunities for student leadership</p>	<p>Integrate DESSA social-emotional screening tool K-12 to monitor mental health of all students</p> <p>STEM/CTE will collaborate and create inquiry based programming that aligns with 21<sup>st</sup> Century learning expectations</p> <p>The administration will develop sustainable student leadership programs to foster pride and ownership within the school</p> <p>Familiarize and integrate with the CT ELDS Framework</p>	<p>integration of data-driven decision-making at all schools.</p> <p>Review and redefine threshold score and corresponding assessments for reading and math interventions</p> <p>Grade levels align classroom assessments with standards and performance indicators (meets, exceeds standards) using student work as benchmarks</p> <p>Utilize administrative and teacher student achievement meetings to advance student outcome and support teaching and learning throughout the district</p> <p>Administration and Interventionists will share out the revised plan for student intervention, thresholds, and forms</p> <p>Administration and teachers will continue to monitor student interventions and plans throughout the year</p> <p>Integrate advanced coursework identification and policy into SMS mathematics program</p> <p>STEM/CTE program planning will define units of study, pacing guides,</p>	<p>thresholds” or standardized norms</p> <p>Creation of pacing guides, units of study, and inquiry-based learning activities</p> <p>Implementation of a Balanced Literacy instructional programming and assessment</p> <p>SMS students in grades 7 and 8 are provided access rigorous coursework in mathematics</p>
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		<p>supporting classroom instruction in literacy, mathematics, science and technology. Develop student progress expectations. Provide leadership to the district related to inquiry-based learning.</p> <p>Share current student performance through the use of PowerSchool, including comment section for additional information to parents and students</p>	
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**GOAL 3: Professional Growth:** The Suffield Public Schools will provide opportunities for professional growth to cultivate a talented workforce that will contribute to a challenging, innovative and collaborative culture defined by continuous improvement.

**NAME OF PERSON RESPONSIBLE:** Superintendent, Assistant Superintendent, Director of Special Services, Special Education Supervisors, Principals, Assistant Principals, District Faculty and Staff

Identified Goals	Strategies	Action Steps	Indicators for Success
<p>Engage staff members in high-quality professional learning that is on-going and based on instructional programming</p> <p>Maintain a high level of clear and consistent professional development for all staff in district</p> <p>Administration will participate in leadership training on Leadership Profiles, Visible Learning, Providing Actionable Feedback to Teaching, Safety and Security</p> <p>Supporting an Instructional Coaching Model</p>	<p>PDEC committee, in collaboration with administration, will plan high quality professional learning opportunities and gather teacher feedback through the year</p> <p>Provide professional learning to support implementation of new CT SEDS data studio and IEP</p> <p>Outline professional learning and training opportunities for all Paraeducators and Academic Support through a collaborative inquiry on needs and interest</p> <p>Involve administration and staff to promote future trainings and professional development to continue new learning, understanding, and effective implementation of standards-based curriculum practices</p> <ul style="list-style-type: none"> <li>• District PDEC</li> </ul>	<p>Conduct district-level PDEC meetings to coordinate professional learning opportunities</p> <p>Curriculum Committees to review curriculum implementation and curriculum pacing guides</p> <p>Meet with district and school-based PDEC 4 times per year to address professional learning needs of the district</p> <p>Offer multiple professional development trainings on early release days for Paraeducators and Academic Support</p>	<p>Online surveys from current PD will be utilized by PDEC and non-certified staff in future planning for PD</p> <p>Curriculum Committees will review curriculum guides</p> <p>Professional Learning Plan disseminated to all staff at beginning of school year</p>

<p>Institute training to support the rollout of Responsive Classroom</p> <p>Engage staff members in Equity and Inclusion Professional Learning with SERC</p> <p>Institute training relevant to campus safety and security</p>	<ul style="list-style-type: none"> <li>• School PDEC</li> <li>• Paraprofessional Meetings</li> </ul> <p>Fulfill Mandated Training Requirements (federal and state)</p> <p>ReVision/Tepper Consulting Partnership will support leadership development for all beginning administrators over the course of this school year</p> <p>Revision/Tepper Consulting Partnership to support PDEC development of new Admin and Teacher Evaluation Systems if required by CSDE</p> <p>EASTCONN Multi-tiered System of Supports consultants will support the district in focusing in Student Achievement and Outcomes</p> <p>Professional Growth of Instructional Coaches</p> <p>Collaborate with literacy and math coaches and interventionists to purposefully plan workshop model and classroom teaching expectations</p> <p>Monthly Learning Walks</p> <ul style="list-style-type: none"> <li>• AWS</li> <li>• MIS</li> <li>• SMS</li> <li>• SHS</li> </ul> <p><b>Develop Safety and Security Trainings districtwide to address:</b></p>	<p>Support teachers to design personal professional learning opportunities that are relevant to teacher and student needs</p> <p>Provide TEAM support to all beginning teachers</p> <ul style="list-style-type: none"> <li>• TEAM Dashboard</li> <li>• Reviewer Update Training</li> <li>• Mentor Update Training</li> <li>• Peer Observations</li> <li>• 3 TCC Meetings per year</li> </ul> <p>Disseminate the developed professional learning plan and schedule based on input from members of the PDEC Committee</p> <p>Meet with non-certified leadership to provide support and determine professional development needs for the 2022-2023 school year</p> <p>Paraeducator training schedule implemented for the 2022-2023 school year</p> <p>School-wide Positive Culture and Climate and Social Emotional Learning professional learning opportunities through participation in various workshops</p>	<p>Professional learning schedule is established and shared with all staff</p> <p>Consultation/training dates are established, shared, and implemented</p> <p>Teachers attending TCRWP Workshops with Staff Developers</p> <p>Teachers attending TC Reunion and other TC workshops</p> <p>TEAM participation among staff as mentors and mentees (trainings and modules)</p> <p>Continued development of Instructional Coaching will occur during the 2022-2023 school year</p>
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	<ul style="list-style-type: none"> <li>• <b>Fire</b></li> <li>• <b>Police</b></li> <li>• <b>Medical</b></li> <li>• <b>Weather</b></li> </ul> <p><b>Extension of Preschool programming and progress toward NAEYC Accreditation</b></p>	<p>Additional Teachers' College training opportunities in our balanced literacy programming</p> <p>Professional Learning Schedule created through the efforts of the PDEC Committee</p> <p>Participate in leadership professional growth opportunities at CAS and CAPSS for school and district leadership</p> <p>Administrators participate in regular book study to further professional growth</p> <p>Administrators meet with Interventionists monthly to define Literacy and Math Workshop practices in the Suffield Public Schools</p> <p>Responsive Classroom Training for Certified and Non-Certified</p> <p>Hire and train Safety and Security Specialists on:</p> <ul style="list-style-type: none"> <li>• Emergency Responses</li> <li>• Threat Assessments</li> </ul>	<p>Implementation of a school-wide evaluation of implementation process for School Climate Efforts (Social Emotional Learning and Responsive Classroom)</p> <p>Professional Learning Plan disseminated to all staff members at August PD District and School Advancement Plans disseminated to all staff members</p>
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		<ul style="list-style-type: none"> <li>• National Incident Management System &amp; Incident Command System</li> <li>• School Walkthroughs</li> </ul> <p>Faculty and Staff Trainings</p> <ul style="list-style-type: none"> <li>• Emergency Response Protocols <ul style="list-style-type: none"> <li>○ Multiple situations</li> </ul> </li> <li>• Tabletop Scenarios</li> <li>• ALICE w/ Situational Awareness</li> </ul> <p>Provide high quality professional learning on preschool program for the purpose of improving early learning outcomes and attaining national accreditation status (NAEYC)</p>	
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**SUFFIELD PUBLIC SCHOOLS  
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**GOAL 4: Building Blocks to Success:** The Suffield Public Schools will develop curriculum and provide programming to engage students in rigorous, dynamic, and relevant learning experiences in alignment with the Suffield Portrait of a Graduate.

**NAME OF PERSON RESPONSIBLE:** Superintendent, Assistant Superintendent, Director of Special Services, Special Education Supervisors, Principals, Assistant Principals, District Faculty and Staff

Identified Goals	Strategies	Action Steps	Indicators for Success
<p>Maintain a sustainable system of high achievement and student success through the development of our understanding of curriculum, programming, and effective teaching strategies</p> <p>Identify a plan for curriculum development, curriculum renewal, and program improvement</p> <p>Implement rigorous programming and fidelity of implementation while providing necessary training, support, and guidance for staff</p>	<p>Staff will provide students with continued high quality learning, while engaging them in rigorous instruction through implemented curricular practices</p> <p>Review existing scope and sequence documents to inform the development of curriculum that aligns with the Connecticut Core Standards (CCS), Connecticut Social Studies Frameworks, and Next Generation Science Standards (NGSS), Early Learning Development Standards (ELDS)</p> <p>Continue with the district’s plan for curriculum review, revision and development</p> <p>Review policies and handbooks and update</p>	<p>Administration and staff will further engage in collaborative conversation on curriculum implementation, lesson development, and discussions around effective instructional implementation through:</p> <ul style="list-style-type: none"> <li>• Collaborative Planning Times</li> <li>• Student Achievement Meetings (school, level, and district)</li> <li>• Grade level meetings</li> <li>• SAP (School Advancement Plan) meetings</li> <li>• Tuesday Meetings</li> <li>• Professional learning offerings, and other identified contractual meeting times</li> <li>• Intervention Meetings</li> <li>• Instructional Coach Meetings</li> <li>• Developing School Leadership Teams</li> </ul>	<p>Updated Curriculum on Rubicon</p> <p>Curriculum committees meeting to review, revise, and update curriculum</p> <p>Schedules created to foster collaborative planning and programming discussions</p> <p>Approval and acceptance of NEASC special approval</p>

			<p>Implementation of the TCRWP Workshop Model</p> <p>Increase in Staff receiving Coaching Training</p> <p>Proactive Approaches to address student emotional needs and crisis</p> <p>Decline in Student Disciplinary Referrals</p> <p>Feedback survey will include questions regarding growth in responding to classroom behaviors</p> <p>Providing resources to support the delivery of program and service expectations (regular education and special education)</p>
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**SUFFIELD PUBLIC SCHOOLS  
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**GOAL 5: Safe School Climate and Culture:** The Suffield Public Schools will continue to engage our students, parents, staff, and Suffield community in fostering an inclusive, responsive, safe and accepting environment built on mutual respect, civility and non-discrimination.

**NAME OF PERSON RESPONSIBLE:** Superintendent, Assistant Superintendent, Director of Special Services, Special Education Supervisors, Principals, Assistant Principals, Human Resource Specialist, District Faculty and Staff, and Parents

Identified Goals	Strategies	Action Steps	Indicators for Success
<p>Engage BOE in the Diversity and Equity planning for the Suffield Public Schools</p> <p>Engage staff members in equity and safe school Professional Learning</p> <p>Design District Equity Teaming Structure with School-based Teams</p>	<p>Continue to Support district-wide Diversity, Equity, and Inclusion Council and review/implement recommendations</p> <p>Meet with PDEC to plan professional learning opportunities of equity and safe school climates</p> <p>Create a sense of community within and teachers and members of the community on advisory groups, including a Equity Councils</p> <p>Establish Parent Advisory Groups (District and Schools) to meet quarterly on matters of equity, safe schools, and district academic and SEL programming</p> <p>Create a school culture respectful of individual differences and accountable for upholding equity and acceptance for all.</p>	<p>Equity Council with SERC to further support district needs</p> <p>Conduct three annual districtwide stakeholder Equity Council meetings for the purpose of efforts to create safe and welcoming environments</p> <p>Administration will participate by invitation on town-wide programs or discussions related to diversity and equity if requested</p> <p>Review Diversity Programming and Practices</p> <p>Apply for grants to support professional learning</p> <p>To continue to review curriculum and program to ensure that materials reflect</p>	<p>Establish BOE Goal</p> <p>Establish District Equity Team</p> <p>Maintain membership and purpose of the Council as measured by meeting attendance</p> <p>Promote professional development for the Council by inviting members from other councils and towns to share experiences</p>

	<p>To provide productive and progressive professional development and stand for accountability for acceptance for all.</p>	<p>equity, inclusivity, and acceptance for all</p> <p>Development a minority recruitment policy and participate in recruiting efforts with the intent of diversifying our faculty and staff and attracting high quality teachers from a wide variety of backgrounds</p>	<p>Survey of students, teachers, parents on climate</p> <p>Continued efforts to support inclusive educational programs throughout the SPS</p> <p>Professional Development that supports faculty and staff in equity and acceptance of all throughout the district</p> <p>Continue to revise curriculum and program to address topics surrounding diversity.</p> <p>Implement new SHS course on African American/Black and Puerto Rican/Latino studies</p>
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