



TUESD

Equity Initiative Update

Spring 2023



1

District Highlights

1. New Partner (ELI)

2. Continued Focus: *Transformational Equity*
Spring

- *Setting Priorities for 23-24*
 - *Goals*
 - *Concrete Steps*



DISTRICT SUBCOMMITTEES





COMMUNICATION

Subcommittee - Mr. Borsari



UPDATES

- I. This Year - Where are we **Now**
- II. What are we doing — **Initiative(s)**
- III. Committee's Future — **Plans 23-24**

3

HIRING

Subcommittee - Ms. Lloyd

UPDATES

I. This Year - Where are we Now

a. Hiring, Parent Interviews, Job Fairs with student involvement, TALAT Take a Look at Teaching...

II. What are we doing — Initiative(s)

III. Committee's Future — Plans 23-24



UPDATES

- I. This Year - Where are we **Now**
- II. What are we doing — **Initiative(s)**
- III. Committee's Future — **Plans 23-24**





I. Where are we NOW: *Curriculum*

etc (equity, teaching, curricula) - 4 Vertical Teams 2X

- Embedding Equity through Curricula
- Reflecting on content-specific practice
- Training/Planning for DETs 23-24

II. Initiative(s): **Prof. Development**

- 10+ Sessions w. ELI (Equity, Microaggr)
- PNWBOCES: ACTION Collab. Network
- Regional Conferences (Re Center, NYU)
- Community & Leadership Opportunities
- Embedded/Onsite PD



III. Committee's Future: **Plans 23-24**

- i. **Alignment, Alignment, Alignment**
- ii. Differentiated Training
- iii. Strengthen Student Initiatives
 - SHHS | SHMS | Washington Irving
- iv. *Guiding Principles & Equity Survey*

5

PARENTS

Subcommittee - Ms. Rodriguez

UPDATES

1. This Year - Where are we **Now**
2. What are we doing — **Initiative(s)**
3. Committee's Future — **Plans 23-24**





BUILDINGS Subcommittees



UPDATES

I. Now II. Initiative(s) III. Plans 23-24

- JP & Morse – Ms. Martinez
- W.I. – Ms. Creary
- SHMS – Ms. Doran & Ms. Lynch
- SHHS – Ms. Sarr

★ **All teachers** are part of JP's Building Equity Team and Morse's Building Equity Team.

★ **Curriculum changes**

- ★ Window/mirror/sliding glass door collection is growing
- ★ Intentional diverse literature selected for instruction
- ★ Diverse read alouds with grand conversations

★ **Book Study**

- ★ Brave space where teachers can be reflective
- ★ Preparing ourselves to have uncomfortable conversations as topics arise in order to have anti-bias classrooms



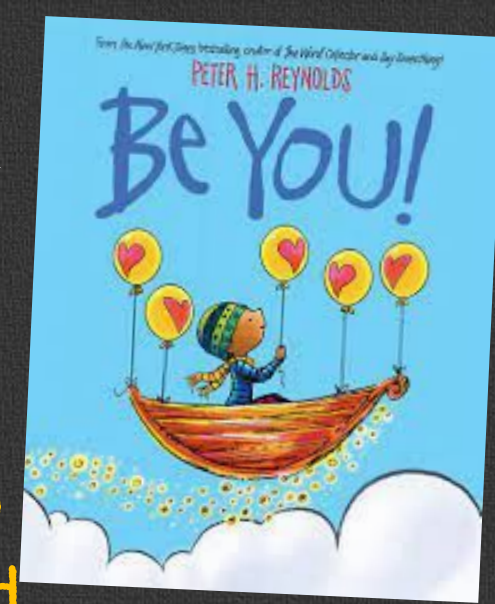


Washington Irving

6

- ★ WI's Building Equity Team currently has over 20 active faculty and staff members
- ★ During the summer of 2022, we identified and categorized DEI titles in the 3-5 classroom libraries
- ★ Launched the "What Defines You?" campaign! Members of the Building Equity Team shared how they defined themselves with one another and with their classes to promote a more inclusive environment throughout the WI community.

Washington Irving



★ Grades 3-5 read the book Be You by Peter H. Reynolds which not only encourages young children to take chances, but to also be true to themselves. Discussions and activities followed within classrooms! Our teachers continue to incorporate DEI titles throughout the curriculum.

★ Our team will continue the "What Defines You?" campaign into the 2023-24 school year and making it more visible to the entire community. In addition, we would like to bring more DEI programming to our students such as **Step Afrika**.



SHMS

- First year for the **Student Equity Team** at SHMS.
 - ~ 20 students participating.
- Students advocated for the addition of a **land acknowledgement to morning announcements**. "Sleepy Hollow and Tarrytown are the original homeland of the Munsee Lenape, Wappinger and Schaghticoke people."
- Students advocated for **training to address microaggressions in school**.



SHMS

- Team leaders, administrators and equity leaders received training from Equity Elephant using the “interrupt, educate, question, and echo” procedures. Initiative/ posters were created and are now displayed around the building.
 - Students in Generation Citizen (8th grade FLEX) will teach 6th & 7th graders about intent v. impact and microaggressions.
- SHMS/SHHS met to plan on how to work together to build a stronger team. Students would like to develop a mentoring relationship.



Student Equity Team was very active, some actions include:

- Improve breakfast in the high school
- Advocate for **proper names** being read on announcements, in the yearbook and in other ways
- Students are prepared for panel discussions with teachers to increase communication and building a stronger community.
- **Sleepy COFee** hosted more teachers (observations and reflections).
- **The PLC** read Cultivating Genius and are planning to implement strategies next year. Next year's book** For White Folks who Teach in the Hood by Dr. Chris Emdin.



Initiatives:

- Middle school and high school students had first meeting last week to plan how we can continue working together to build a stronger team.
- Plan to build **relationships with other schools** in the district.
- **Sleepy COFee** will work to create *walkthroughs* throughout the high school to allow more involvement and participation amongst staff.
- **The PLC plans** on implementing strategies to see what works, what doesn't and how we can share out with staff.



9

2023-2024 Priorities [draft]

1. **Expand student initiatives** and make them more visible, such as the student equity teams
2. **Preparing staff** to address bias and inequity when they see it
3. Strengthening staff buy-in to **equity commitments**
4. **Retaining faculty and staff of color**
5. **Mutual capacity building** between the district/schools and families
6. **Developing a mechanism to identify [...] injustices that** are reinforced in policies, practices, and institutional cultures in the district... and **compare change/improvement...**

10

8

7

5

4

2

1

9

Q & A



THANK YOU

