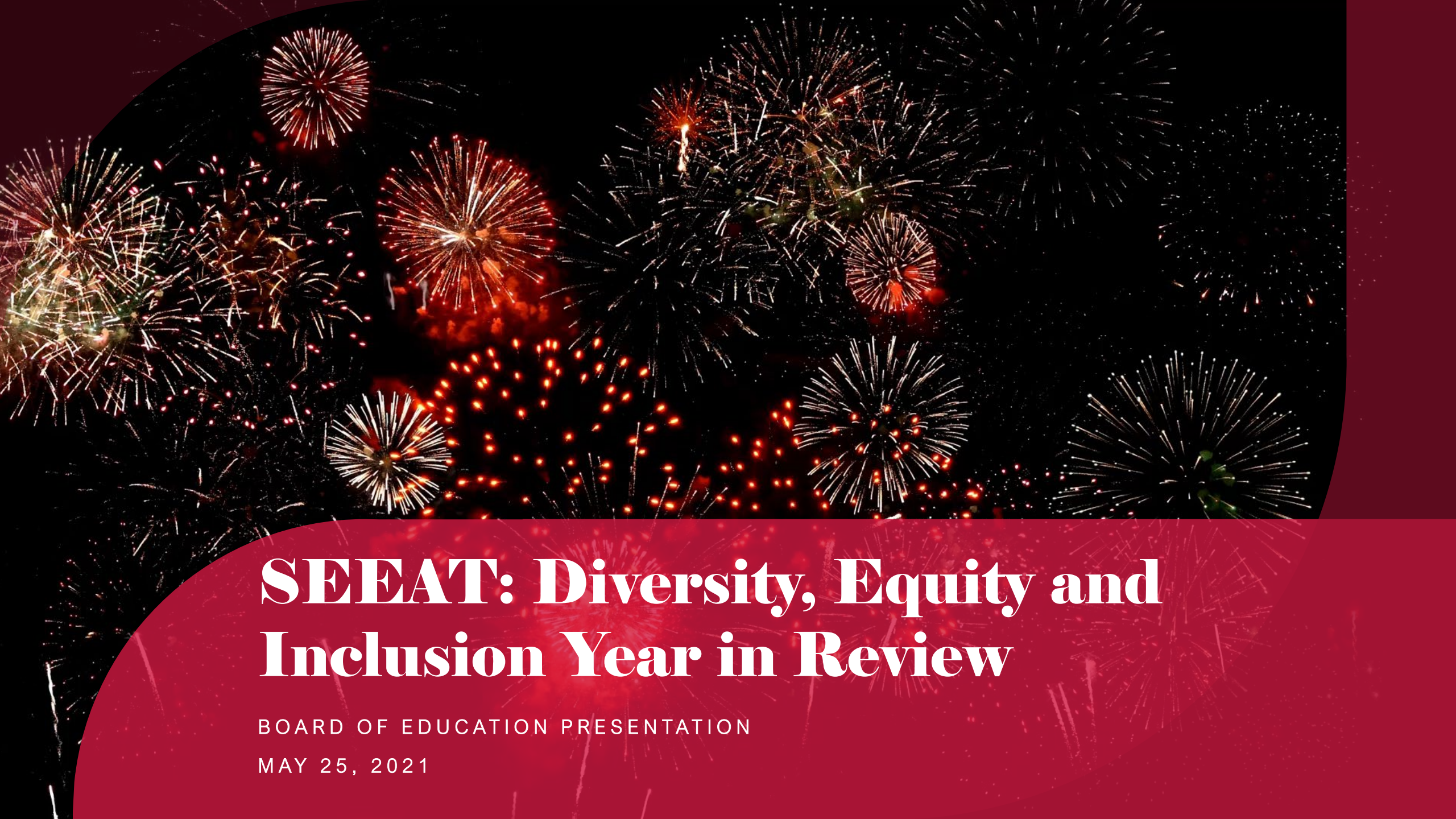




SEEDAT: Diversity, Equity and Inclusion Year in Review

BOARD OF EDUCATION PRESENTATION

MAY 25, 2021

Agenda



Mission, Vision, Values



No One Gets 100!



Four + Agreements



The WHY



Curriculum



Organizational Structures

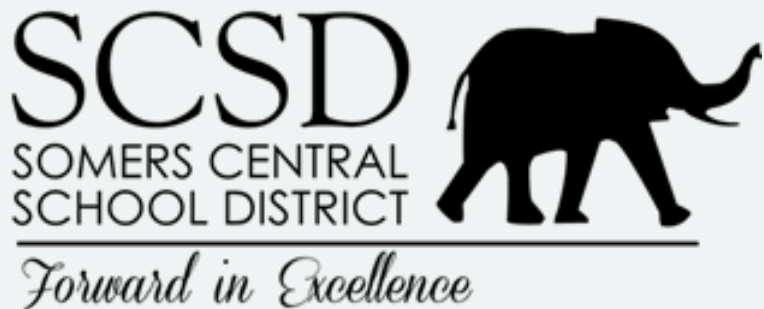


Learning Opportunities for All



To Be Continued

Mission, Vision, Values



MISSION

- The SCSD Educational Equity Advisory Team provides direction and leadership in Anti-Bias/Anti-Racist district practices by serving as the “educational equity lens: to provide a positive educational experience and environment for **all**.

VISION

- SEEAT recognizes the inherent value of every child and our responsibility to instill social justice in all facets of SCSD.

VALUES

- To that end we value:
 - Collaborating across the schools and the community
 - Guiding the review of curriculum, organizational structures and learning opportunities to support anti-bias and anti-racist practices
 - Elevating the voices of our children

No One Gets A 100



Expect, respect
and accept non-
closure



This work is ever
evolving

100%



Four + Agreements



Stay Engaged



Speak Your Truth



Experience Discomfort



Expect and Accept Non-Closure

- Confidentiality
- Notice Patterns of Participation
- 24-48 Hour Rule
- No Hearsay Rule



The WHY

CURRICULUM

S.M.A.R.T. GOAL

- Strategic:
 - By the end of the 2020-21 school year the district will understand how to examine and improve their curriculum from anti-bias and anti-racist lens.
- Measure:
 - Each school will have explored at least one unit in a content area.
- Achievable:
 - The Coordinator of Equity and Diversity along with building-based Equity and Diversity Leaders will provide the human capital to complete this work. In addition, a budget will be defined and maintained out of the Learning Office.
- Relevant:
 - This goal aligns with all elements of the district vision – specifically Global Citizenship.
- Timebound:
 - The curriculum audit and first area of focus to be explored will be complete by July 1, 2021.

Curriculum

“Somerized” CR-S Standards with Dr. Corliss Thompson

SCSD DRAFT Curriculum Review Framework

Template to review units

BIPOC History Class Elective (SHS)

Building Units Identified

Board of Regents' new *Initiative to Advance Diversity, Equity and Inclusion in New York Schools* Framework

Building Curriculum Review

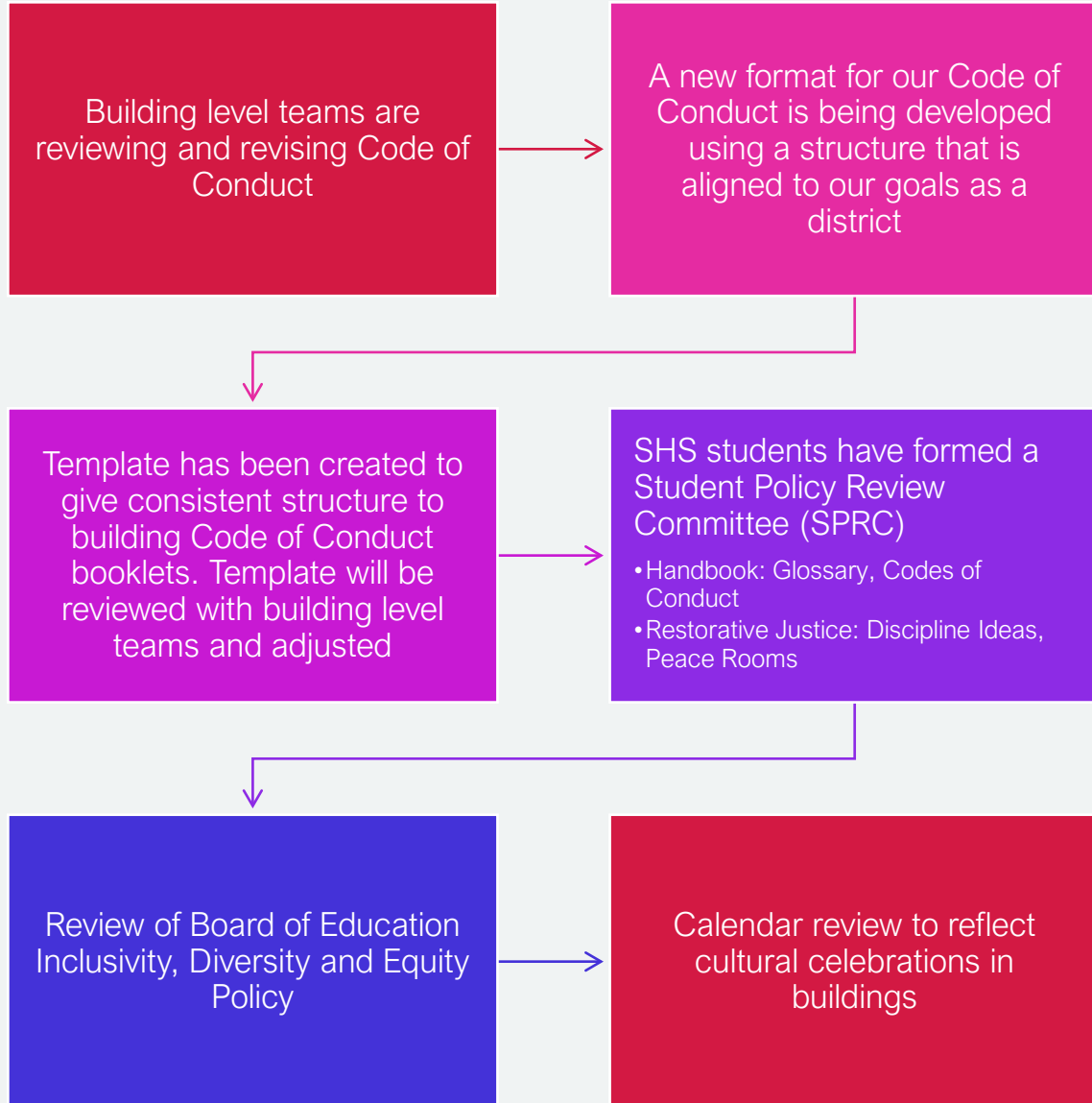
- PES-SS-1st Grade Unity in Community (In Progress)
- SIS-SS-4th Grade (In Progress)
- SMS-Art-7th Grade Logo (Review Complete)
- SHS – World Language-Year 2 (In Progress)

ORGANIZATIONAL STRUCTURES

S.M.A.R.T. GOAL

- Strategic:
 - By the end of the 2020-21 school year the district will better ensure against bias or racist disciplinary experiences of SCSD students.
- Measure:
 - The district will have a draft updated code of conduct that identifies the modifications to the current reality.
- Achievable:
 - The ability to achieve this goal will be most reliant on the coordination of “stakeholder” discussion groups to guide this evolution of the document.
- Relevant:
 - This goal aligns with the mission of SCSD to ...”ensure success in a global society.”
- Timebound:
 - The Code of Conduct will be updated for the 2021/22 school year.

Organizational Structures



Learning Opportunities for ALL

S.M.A.R.T. GOAL

- Strategic:
 - By the end of the 2020-21 school year the district will increase the collective dialogue across our community regarding ant-bias and anti-racist learning environment.
- Measure:
 - Each school will provide at least 2 school-based opportunities for the “stakeholders” in their community. The district will also sponsor 2 district/regional opportunities for the community to participate in the 20-21 school year..
- Achievable:
 - The ability for the district to achieve this goal will be supported by both the recently created Equity and Diversity Leaders in each school and the partnership with the PNW BOCES regional work focus in the same area.
- Relevant:
 - This goal aligns with the active participation of the school as an overall learning community that includes adults and children.
- Timebound:
 - The identified learning experiences will be delivered in the 20-21 school year.

Learning Opportunities for All

Draft version of CR-S Framework for Teachers for Professional Learning Activities

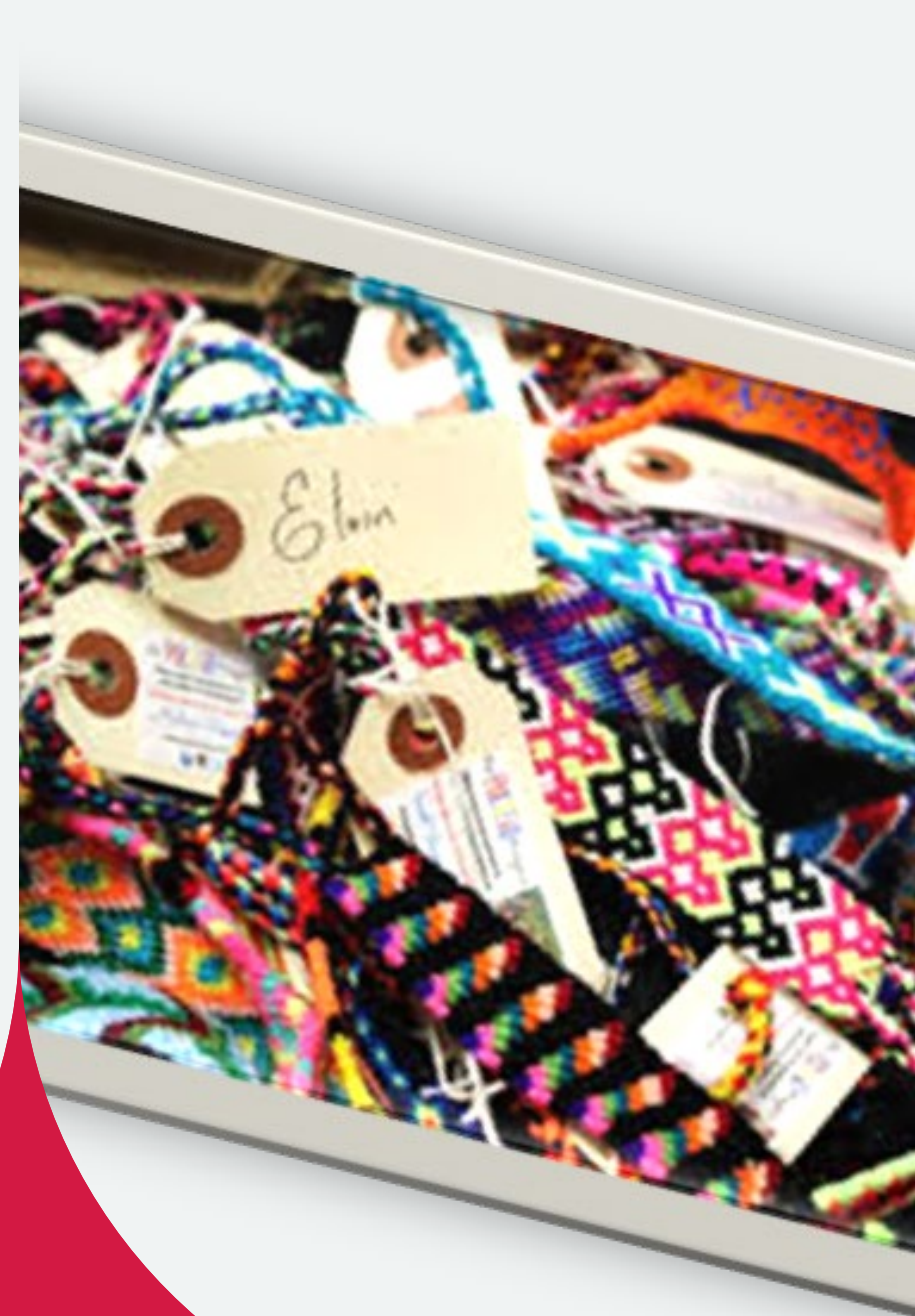
Equity and Diversity Leaders

Professional Learning Activities

- Professional Learning Equity Conversations (October 2020)
- Black History Month
- Tusker University: Parent Edition
- Asian-Pacific Islander American Heritage Month
- Juneteenth
- Restorative Justice: International Institute for Restorative Practices (IIRP)
- Initial purchase to begin sharing art from around the world in buildings
 - Pulsera Project from Nicaragua [SMS International Club]
 - Student Focus Groups [June 2021]

Future Plans

- Faculty and staff training on “Somerized” Culturally Responsive Sustaining Framework
- Book Clubs
- Tusker U: Student/Faculty/Parent Editions
- New Teacher Orientation



Until We Meet Again...

- Please watch your email and building Friday Flyers for information regarding SEEAT and becoming a member of our group!