

Pittsford Schools

District Equity and Inclusion Plan

*Does not include ongoing building-level initiatives
Rev. September 2021

Projected Date	Initiative	Status
September 3, 2019	Staff toolkits were developed to ensure that each staff member has additional resources relative to responding to bias and sensitive situations including how to respond to questions around diversity and cultural proficiency.	X
September 3, 2019	The 2019-20 Opening Day message was based on “The Danger of a Single Story,” a TED Talks video by Chimamanda Ngozi Adichie. The central message of the video is that stereotypes create single stories. Superintendent Pero reminded staff that there is no simple single story for PCSD but a broad story of collaboration, a student-centered environment, and continuous improvement.	X
September 3, 2019	The Transportation Department participated in Dignity for All Students Act (DASA) training.	X
September 9, 2019	A first reading of the Board of Education’s Policy 8340 Textbook which included revisions from instructional materials to better reflect a commitment to inclusivity was conducted on this date.	X
September 22 -24, 2019	Superintendent Pero attended a workshop at the New York State Superintendents Conference titled, “Connecting with ALL Kids.”	X
September 25, 2019	Board of Education adopted revisions to Board Policy to include requirements that all instructional materials and textbooks reflect the District’s commitment to inclusivity and culturally responsive policies: <ul style="list-style-type: none"> • 8340 Instructional Materials & Textbook Adoptions 	X
Mid-September	The Fall District Quarterly Newsletter contained articles about the District’s various equity and inclusion initiatives to inform the PCSD community about this extensive District-wide effort.	X
Mid-September-October	Central Office administrators analyzed the findings from the culture/climate survey to determine areas in need of improvement. These findings are being processed further by the Inclusivity Advisory Committee.	X

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September/October	DASA brochures were updated and shared with PTSA to ensure that parents have access to the most updated information on this topic.	<input checked="" type="checkbox"/>
October	PCSD hosted nine high school students from Modi'in, Israel for 10 days. During their stay, educators from Modi'in, Israel spent a week visiting and working in schools throughout our District. This annual visit promotes peace and connection between students from both countries and allows them to share ideas and cultural customs.	<input checked="" type="checkbox"/>
October – November	Code of Conduct committee recommendations were shared with the Inclusivity Advisory Committee to process. Then, the Board of Education held a Public Hearing on the Code of Conduct.	<input checked="" type="checkbox"/>
October 11, 2019	Staff participated in an equity and inclusion training seminar on Superintendent's Conference Day called, "Cultural Proficiency in Our Schools."	<input checked="" type="checkbox"/>
October 19-21	Several administrators attended the School Administrators Association of New York State (SAANY) conference on "Educate for Equity" to receive additional professional development on this topic.	<input checked="" type="checkbox"/>
November 14, 2019	PCSD Directors of Special Education and Athletics met with representatives from the Town of Pittsford Recreation Department, Rotary/Interact Club, Special Olympics and Best Buddies to form an Inclusion Partnership. This partnership promotes the inclusion of individuals with disabilities across our schools and community.	<input checked="" type="checkbox"/>
November 15, 2019	PCSD librarians presented the findings from their Diversity Audit at the American Association of School Librarians Conference held in Louisville, KY. The purpose of the Diversity Audit was to ensure that students see themselves in literature and materials available to them and also have a window into the life experiences of others.	<input checked="" type="checkbox"/>

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November 21, 2019	PCSD students attended the first community-wide program hosted by the Levine Center to End Hate at the Jewish Federation. The program featured two speakers, Pardeep Kaleka and Arno Michaelis. Kaleka is the son of the leader of a Sikh temple in Oak Creek, Wisconsin who was killed, along with five others, when a white supremacist opening fire in 2012. Michaelis is a former skinhead who helped start the gang that produced the Oak Creek shooter. Kaleka and Michaelis have developed a deep friendship and founded an educational organization called Serve2Unite that is committed to helping young adults establish a healthy sense of identity, purpose and belonging. The Levine Center assisted PCSD with securing these speakers for the ROC2Change Student Summit on Race.	X
November 22, 2019	Mendon and Sutherland High Schools hosted the 9 th ROC2Change Student Summit on Race. ROC2Change is a student-led event and brings together hundreds of students from across Monroe County to engage in facilitated dialogue with their peers related to race, racism, the implications of internalized racism, non-racist and anti-racist behavior. Learn more: Link to ROC2Change webpage	X
November 2019	Administrators and lead teachers participated in a four-day “Culturally Responsive Education” workshop. This is the same workshop that all of the District’s elementary principals, several teachers as well as some administrators attended over the summer.	X
December 2, 2019	The November/December edition of the Superintendent’s eNewsletter contained an article titled, “A Message from Superintendent Pero: Cultural Proficiency Training and Engagement Continues with Focus Groups and School Strength Reviews” to inform the PCSD community about the District’s work with Generation Ready. This edition of the eNewsletter also contained information about the ROC2Change Student Summit on Race.	X
December 2, 2019	Staff participated in an all-day training session with Generation Workshop called “Transforming Professional Practice” as part of the District’s cultural proficiency initiative.	X

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December 3, 2019	Generation Ready visited Sutherland High School to conduct focus groups and perform a school environment assessment to identify areas in need of improvement.	<input checked="" type="checkbox"/>
December 3, 2019	Monroe County Superintendents learned about the Jewish Federation's initiatives and resources in order to strengthen their relationship with this organization.	<input checked="" type="checkbox"/>
December 4, 2019	Generation Ready visited Mendon High School to conduct focus groups and perform a school environment assessment to identify areas in need of improvement.	<input checked="" type="checkbox"/>
December 9, 2019	Generation Ready visited Calkins Road Middle School to conduct focus groups and perform a school environment assessment to identify areas in need of improvement.	<input checked="" type="checkbox"/>
December 10, 2019	Generation Ready visited Barker Road Middle School to conduct focus groups and perform a school environment assessment to identify areas in need of improvement.	<input checked="" type="checkbox"/>
September – December 2019	19 staff members received a certification to conduct community-building restorative circles. Restorative circles foster relationships, build a sense of community and assist with responding to conflict.	<input checked="" type="checkbox"/>
January 13, 2020	Clerical staff who were not a part of the building-level work on Superintendent's Conference Day participated in a "Cultural Proficiency in our Schools" presentation.	<input checked="" type="checkbox"/>
January 13, 2020	Major revision to the Code of Conduct adopted by the Board of Education	<input checked="" type="checkbox"/>
January 29, 2020	Eleven Mendon and Sutherland High School student-athletes and three coaches participated in a half-day diversity and inclusion leadership training. Section V of the New York State Public High School Athletic Association (NYSPHSAA) brought together student-athletes, coaches and athletic directors from 40 Rochester area high schools for the leadership workshop, which was facilitated by The Ross Initiative in Sports for Equality (RISE). The workshop was designed to empower sports administrators, coaches and athletes to be leaders in discussing and addressing matters of racism, prejudice, diversity and inclusivity within their teams, schools and communities.	<input checked="" type="checkbox"/>
February 2020	ROC2Change planning committee students will conduct a follow-up presentation at a Board of Education meeting to share what they learned from hosting this event and the changes they plan to implement in their schools.	<input checked="" type="checkbox"/>

Projected Date	Initiative	Status
February 11, 2020 <i>Postponed due to COVID-19</i>	Staff will participate in an all-day training session called, “Assessing Student Opportunities and Access” that will be facilitated by Generation Ready. This workshop is another aspect of the District’s cultural proficiency initiative.	<input type="checkbox"/>
April 2020	The proposed Equity Policy was drafted and reviewed by the Inclusivity Advisory Committee	<input checked="" type="checkbox"/>
Spring 2020	Librarians completed the process of the library diversity audit which included reviewing each of the 25,000 titles in their building’s library collection. Librarians identified multiple characteristics related to diversity including, but not limited to race, ethnicity, gender, culture, religion, neurodiversity and gender identity of the author, main characters and supporting characters in each title. The purpose of this audit was to ensure that students see themselves in literature and materials available to them and also have a window into the life experiences of others.	<input checked="" type="checkbox"/>
Spring 2020 <i>Postponed due to COVID-19</i>	Staff will participate in an all-day training session called, “Identifying Systemic Barriers” that will be facilitated by Generation Ready.	<input type="checkbox"/>
Spring 2020	Generation Ready will assist with the creation of a strategic plan based on findings from the school visits, focus groups and data points as part of the District’s cultural proficiency initiative.	<input checked="" type="checkbox"/>
June 2020	As part of the commitment made by all area Superintendents to develop curriculum specific to the history and impacts of racism in our local community, PCSD is participating in the collaborative work led by BOCES and the University of Rochester on the writing and piloting of lessons for eighth and eleventh grade U.S. History classes. These standards-aligned inquiries will address local issues like “red lining”, which refers to local, state and federal housing policies beginning in the 1930s that mandated segregation and the Federal Housing Administration’s refusal to issue mortgages in and near African-American neighborhoods.	Ongoing

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Summer 2020	Continue with Professional Development for ALL staff. This summer we doubled the occupancy for professional development in courses: “Cultural Competency in the Classroom: Improving Social, Emotional, and Academic Outcomes for Students of Color”, “Microaggressions – What are they and how do I respond to them”. Close to 250 staff, members attended these courses. We will continue to offer robust courses throughout the school year.	Completed
Summer 2020	We have identified units of study that lend themselves to engaging students more purposefully with historical documents representing diverse perspectives, social justice, and civic-mindedness.	Ongoing
Summer 2020	U.S. History teachers for grades 7, 8, and 11 reviewed current textbook resources through the lens of diverse representation and identified new resources that will be used to supplement, or replace, existing texts.	<input type="checkbox"/>
Summer 2020	New text selections for English classes have been made to provide additional opportunities for all students to see themselves represented in those texts while also having a window into the lives of others.	Ongoing
Summer 2020	As all 12 th grade English courses have been revised to become full-year courses, teachers took the opportunity to incorporate diverse texts throughout all of the offerings. In addition, an entirely new course “English 12: Visibility” was developed and focuses on investigating race, class, ability, and gender in language and literature.	Ongoing
October – November 2020	Superintendent Pero and PCSD employees participated in the Greater Rochester’s 21-Day Racial Equity Challenge with the United Way As part of the 21-Day Equity Challenge, PCSD participated with more than 60,000 community members and 200 organizations in the Greater Rochester Area who are seeking to develop a deeper understanding of how inequity and racism affect our lives and our community.	<input type="checkbox"/>
November 23, 2020	The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to provide an environment that is free of harassment and intimidation. Anti-Harassment policy is adopted. <ul style="list-style-type: none"> • 7551 - Anti-Harassment/Anti-discrimination Policy 	<input type="checkbox"/>

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November 2020	<p>Pittsford Central School District worked with the New York State Education Department (NYSED) as one of approximately 100 school districts to implement a pilot of the U.S. Department of Education on school climate surveys. As part of this initiative, parents and students in grades 5-12 and PCSD staff were asked to participate in a voluntary, confidential climate survey in June 2019. At a PTSA Diversity & Inclusion meeting, the results of the School Climate Survey were shared.</p> <p>To view the video of the School Climate Survey results presented during the PTSA Diversity and Inclusion committee meeting, click here.</p> <p>To view the School Climate Survey results slideshow presented during the meeting, click here.</p>	Ongoing
February 2021	<p>The district has signed on with Ms. Tasha Potter, the new BOCES Diversity & Equity consultant. Ms. Potter will assist the district in the following categories: Restorative Practices, Accessing Equity, Analysis of Data, Human Resources (recruitment, hiring, retention & promotion), System Audit, Identify and Disrupt Inequities in School as well as create an Equity Policy and a Code of Conduct.</p>	X
February 2021	<p>PCSD students and staff members honored Black History Month during the month of February by participating in curriculum-connected activities and events as a way of sharing, celebrating and understanding Black heritage and culture.</p>	X
February 2021	<p>BOCES Director of Diversity and Equity Planning, Mrs. Tasha Potter presented and provided an overview of the shared partnership and collaborative work between BOCES and the district.</p>	X
April 7, 2021	<p>Board of Education approved a highly comprehensive policy on the application of equity within and across the District. The newly adopted Equity Policy is designed to ensure that all students are able to learn at their highest ability with a sense of belonging at their school. The policy was developed over the course of two school years and included the involvement of dozens of people from many various committees and a wide range of stakeholders.</p> <ul style="list-style-type: none"> • 3422 - Educational Equity and Excellence Policy 	X

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Spring 2021	<p>Mendon and Sutherland High School students participated in the ROCKidsCONNECT program this spring with students from Urban Choice Charter School (UCCS), a K-8 school in Rochester. This year's group was the largest group of students participating in the program since ROCKidsCONNECT began in 2017.</p> <p>Rochester Kids, a non-profit organization whose goal is to make a difference in the lives of Rochester youth and support students' successes, established ROCKidsCONNECT. The initiative aims to enrich the lives of city and suburban youth through a local student exchange program in which students meet and learn from each other through participation in academic projects and diversity activities that promote cultural awareness.</p>	<input checked="" type="checkbox"/>
May 24, 2021	<p>The District seeks to create an environment free of harassment, bullying, and discrimination; to foster civility in its schools; and to prevent conduct that is inconsistent with its educational mission.</p> <p>Board of Education adopted:</p> <ul style="list-style-type: none"> • 7550 - Dignity for all Students (DASA) 	<input checked="" type="checkbox"/>
May 26, 2021	<p>Mendon and Sutherland High School Students attended the virtual ROC2Change Student Summit on Race hosted by Hilton Central School District and East High School this month. ROC2Change is a student led event that brings together schools from across Monroe County, both public and private, to engage in facilitated dialogue with peers related to race, racism, privilege, internalized racism, non-racism and anti-racism.</p>	<input checked="" type="checkbox"/>
August, 2021	<p>Board of Education held an Annual Public Hearing on the Code of Conduct. Board of Education adopted the document.</p>	<input checked="" type="checkbox"/>
August, 2021	<p>Board of Education adopted</p> <ul style="list-style-type: none"> • Policy 5633 - Gender Neutral Single-Occupancy Bathrooms 	<input checked="" type="checkbox"/>
August 2021	<p>Produce a Culturally Competent Interview Committee training video that will be shared with each interview committee.</p>	<input checked="" type="checkbox"/>

August – September 2021	Develop and launch a publicity campaign with information about how to request ASL interpreters for District meetings and how to access the District website in over 100 languages.	<input checked="" type="checkbox"/>
Fall 2021	Annually, the Data team will generate reports (to be processed through District/Building level committees and the BOE) that show measures of achievement, enrollment, discipline, attendance, and special education classification disaggregated by sub groups.	<input type="checkbox"/>
Fall 2021	The PCSD will post on the District's website that we value a diverse workforce and we actively seek to recruit and retain a highly qualified and diverse staff representative of our students and families.	<input type="checkbox"/>
Fall -Winter 2021-22	All K-5 teachers will implement classroom meetings 4 out of 6 days per cycle to create a welcoming and affirming environment.	<input type="checkbox"/>
Fall, 2021 – June 2022	In an effort to provide our students with culturally and linguistically relevant support, at the middle level, students will have the opportunity to participate in monthly community circles. Through this goal we expect that this support format will allow students time and space to share their diverse experiences to foster inclusivity.	<input type="checkbox"/>
Fall 2021 – June 2022	The District and each building's ILT will create a process to improve and increase student voice. Each school will share their work and outcomes through: - BOE during annual building reports - PDLT - ILC - Health and Wellness	<input type="checkbox"/>
Fall 2021 - ongoing	Invite diverse voices multiple times throughout the year to engage in respectful two way dialogue around topics that will contribute to the success and achievement of all students	<input type="checkbox"/>
Fall 2021- Jan. 2023	To utilize existing structures to gather and share accurate and complete information about our students and families (i.e. name pronunciation, pronouns, home language, etc.). This information will be available to all relevant staff prior to interacting with students and families.	<input type="checkbox"/>

Fall 2021 – June 2022	The Human Resources Department will establish connections with 10 colleges with teacher education programs that represent our diverse student population with the end goal of increasing our hiring and retention of diverse teachers.	<input type="checkbox"/>
Fall 2021 – June 2022	PCSD will explore options to make district communications accessible to staff in their preferred language.	<input type="checkbox"/>
Fall 2021 – ongoing	PCSD will embed professional learning opportunities within building level and district level structures for all faculty and staff that address and promote equity and inclusivity as defined in the equity policy.	<input type="checkbox"/>
Fall 2021 – June 2022	Pittsford Central School District will create a media campaign, including a video montage, showing who we are. The campaign will highlight PCSD families that represent all areas on the diversity wheel. District leadership, the communications office and other resources, as needed, will create and launch the campaign.	<input type="checkbox"/>
Spring 2021 – June 2022	Ensure common resources used for K-12 English/Language Arts instruction represent the diversity within our student population and provide students opportunities to both see themselves, and understand the experiences of others.	<input type="checkbox"/>
Spring 2021 – June 2023	Update the K-12 Social Studies curriculum to reflect our commitment to the NYSED Culturally Responsive-Sustaining Framework.	<input type="checkbox"/>
Spring 2022-2025	NYS SEL Benchmarks will be implemented into all new/revised curriculum moving forward.	<input type="checkbox"/>
June 2022	We will examine the process for identifying students for AP classes across all subject areas and schools to identify specific barriers to equity.	<input type="checkbox"/>
June 2022	Evaluate and recommend any necessary changes to 4th-6th grade math grouping practices. Our goal is to ensure equitable access to higher level courses in order for students to continue to have flexible access to higher level courses and to support student confidence in their perception of themselves as learners.	<input type="checkbox"/>

Create 2021-22 Train and implement 2022-23	Create and implement equity analysis protocols for curricular and non- curricular learning experiences where all certificated staff and administrators have shared transparency and accountability.	<input type="checkbox"/>
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