

Pittsford Schools

Inclusivity Advisory Committee

2022-2023 Mid-year Report

Purpose of the Inclusivity Advisory Committee: The Inclusivity Advisory Committee provides guidance to the Superintendent of Schools regarding systems, structures, policies, regulations and experiences related to inclusivity, to ensure that PCSD is a place where students, families and staff feel a sense of acceptance, connectedness, and validation; a place where diversity and differences are viewed as strengths.

Purpose of the Mid-year Report: *To update the PCSD community, including students, families, staff, community members and partners, on work that IAC has provided feedback and guidance toward and been involved in during the first half of the 2022-2023 school year. Additionally, the report serves to provide another communication method to link community members to important equity-related resources.*

2022-23 Inclusivity Advisory Committee Goals:

1. The IAC will improve the effectiveness and efficiency of the committee by increasing and leveraging the expertise of members to respond to District needs
2. The IAC will make recommendations to the Superintendent regarding communication of District work toward Equity Goals

Goal Area: The IAC will improve the effectiveness and efficiency of the committee by increasing and leveraging the expertise of members to respond to District needs

Rationale: In order to effectively meet the purpose and role of the committee, the committee identified continuous learning, relationship and team building, and actively including student voices as critical elements.

Relationship & Team building

- SEL-supported structure to meetings (warm opening; team building; closure)

Embedded learning opportunities

- Presentations and resources, including PTSA DEI (Diversity Equity and Inclusion), SEPTA (Special Education PTA), Inclusion Week, Special Education data presentation
- Superintendent's Advisory Council members presented to IAC
 - Council created last year including student representation from both high schools
 - Students have participated in learning opportunities through the community

Including Student Voice

- Student members were added to replace those who were no longer able to attend (one student from each high school)

Goal Area: The IAC will make recommendations to the Superintendent regarding communication of District work toward Equity Goals

Rationale: Progress that the district is making towards meeting the equity goals should be made easily and publicly accessible. The committee will receive regular updates regarding progress towards Equity Goals, engage in review of communication strategies, and give feedback where needed.

Equity Goal updates/feedback opportunities for IAC:

Regular updates are given as a standing agenda item, to share current progress toward Equity Goals, allowing committee to give feedback around next steps and communication strategies; below is a summary of the updates that were given this year.

- [DASA](#) and [Code of Conduct](#)
 - Training for staff in restorative practices; PIRI (Partners in Restorative Initiatives) training for community building and restorative justice training for administration and counselors; Common training documents for staff and students around DASA, COC and threat assessment were created and training began this fall in all buildings
- Special education goal around minimizing disproportionality in suspensions
 - Disproportionality cited by NYS in 18-19 for behavior removals for students with IEPs (individualized education plans) who are Black/African American
 - Training for administrators; professional development for all staff
 - Implicit bias, culturally responsive practices
 - Sharing of data widely to increase awareness
 - Targeted Skills group creation
 - Process created to bring a support team together whenever a suspension is considered for a student with an IEP
 - PCSD was not cited for disproportionality this year, but are working to continue this improvement trend and watch data closely
- [Special Events Protocol](#)
 - A process has been created for staff to review expectations when planning a curricular special event (special assembly etc)
 - Feedback was taken from IAC to improve document
 - Document is now part of the Equity Toolkit that teachers and administration access for support (link to Equity Toolkit)
- Collaborative work to share and be a part of Inclusive School Week event with SEPTA and PTSA DEI
- Gender Support Conversation Guide document
 - A document has been created to guide students and families through transition process
 - IAC members gave feedback to guide conversations;
 - IAC members provided feedback on final draft of document, which will be used in buildings
- [‘I am Pittsford’ video](#)
 - IAC members participated in the review of the video and subsequently a focus group to provide feedback

Areas of focus for Spring 2023

- Continued Equity Goal updates
- DASA data review
- Communication strategy review/recommendations
- Continuous recruitment of students and their perspectives
- Professional learning review for summer programs