

Pittsford Schools

Goal Statement	Timeline	Responsible
CRSE Framework Principle: Creating a Welcoming and Affirming Environment		
Student advisory council established to work with the Superintendent and school staff to elevate and engage student voice and make recommendations around District goals.	Winter 2021-ongoing	SI, DSS
All K-5 teachers will implement classroom meetings 4 out of 6 days per cycle to create a welcoming and affirming environment.	Fall 2021	DSS, EC, BA
By 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	Fall 2021-June 2022	SI, District and BA
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	Fall 2021 - ongoing	SI, EC
The Human Resources Department will have established 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.	Fall 2021 – June 2022	ASHR
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.	Fall 2021	ASHR
PCSD will explore options to make district communications accessible to staff in their preferred language	Fall 2021-June 2022	SI, CIO
Update the PCSD Code of Conduct to include specific disciplinary responses and restorative practice guidelines, including language around considerations for harassment around protected categories (race, religion, sexual orientation, gender identity, etc).	Fall 2021- January 2022	DSS
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	Fall 2021 – June 2022	DC, EC

the diversity wheel. District leadership will work with the communications office and other resources as needed to launch the campaign by early January 2022.		
The District will update the DASA section of webpage to include training videos and resources for parents.	Fall 2021- January 2021	DSS
CRSE Framework Principle: Fostering High Expectations and Rigorous Instruction		
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.	Fall 2021	CIO, DT
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.	Spring 2021 – June 2022	ASI, EC
We will examine the process for identifying students for AP classes across all subject areas and schools to identify specific barriers creating inequity.	June 2022	ASI, CIO, EC
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 to ensure that students continue to have flexible access to higher level courses and to support student confidence in their perception of themselves as learners.	June 2022	ASI, EC, BA
CRSE Framework Principle: Identifying Inclusive Curriculum and Assessment		
Update the K-12 Social Studies curriculum to reflect our commitment to the NYSED Culturally Responsive-Sustaining Framework.	Spring 2021 – June 2023	ASI, EC
NYS SEL Benchmarks will be implemented into all new/revised curriculum moving forward.	Spring 2022-2025	ASI
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.	Fall, 2021	EC, BA
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.	Fall 2021 – Jan. 2023	CIO

CRSE Framework Principle: Engaging in Ongoing Professional Learning and Support		
Create and implement equity analysis protocols for curricular and non- curricular learning experiences where all certificated staff and administrators have shared transparency and accountability.	Create 2021-22 Train and implement 2022-23	ASI, EC
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.	Fall 2021 - ongoing	ASI, TC, EC, BA
Dignity Act coordinators from each building will meet quarterly to calibrate responses and receive training and updates on Code of Conduct and DASA best practices.	Fall 2021 - ongoing	DSS
Common communication and developmentally appropriate resources will be created for all school building administrators to use when training students and staff around Code of Conduct and DASA rights and responsibilities.	Creation 2021-22; implement starting 2022-23	DSS
New teacher induction modules to include training around using the District Equity Toolkit.	Winter 2021	TC, ASHR, DSS

KEY for Persons Responsible

SI – Superintendent
 ASI – Assistant Superintendent for Instruction
 ASHR – Assistant Superintendent for Human Resources
 CIO – Chief Information Officer
 DSS – Director of Student Services
 EQ – Equity Coordinator
 BA – Building Administrators
 DT – Data Team
 TC – Teachers Center