

# Equity District Goal Update

**Chesterfield Township School District  
January 2022**

# 2021-2022 Focus

The District's equity initiative is heavily focused on training and planning during the 2021-2022 School Year.

It is important to think of this work as a journey that will span many years as we continue to grow as a school district.

The District's Equity Team is currently leading our equity work. Our Team is comprised of the following staff:

Jennifer Ancelo

Kristi Boyle

Melissa Chou

Jenn Feder

Lauran Gleason

Coletta Graham

Scott Heino

Julia Johnson

Jeanine May-Sivieri

Colleen McDermott

Cindy McNally

Jaclyn Schaffer

Judy Schwartz

As we grow in our initiative, our Equity Team will also grow.

Each child receives what they need  
to develop to their full academic and  
social potential.

# Major Activity #1: Equity in Action Leadership Academy

Ten members of our Equity Team are participating in the Equity in Action Leadership Academy. The academy is comprised of 4 sessions. As of today, our Equity Leadership Team has attended two of the four sessions.

Session #1 focused on starting this work by looking inside as an individual and how we perceive equity. We discussed common language and where we can begin to find data.

Session #2 began with a discussion on our “why”. Why are we doing this work? We then moved into discussions on types of data and how we look at data through an equity lens. We finished up our session by beginning to think about a “problem of practice”.

In Session #3 we will begin to look at our problem of practice and look at potential barriers as our Equity Team begins to refine its focus and begins to develop a plan.

## Common Terms

**Implicit Biases:** Attitudes or stereotypes that subconsciously affect our understanding, actions and decisions.

**Microaggressions:** The everyday slights, insults, indignities and invalidations delivered toward people of color because of their racial/ethnic minority characteristics.

## Major Activity: Equity Team Coaching

Our Equity Team coaching will begin in February/March 2022.

Coaching will support the Equity Team with planning how to best support our students and staff. We will work through our problem of practice and plan for action.

Coaching will also help lead us through an audit of our district from an equity perspective that includes the completion of our Comprehensive Equity Plan.

## Major Activity: Professional Learning (All Staff)

- Our staff training is led by Dr. George Jackson.
- Dr. Jackson conducted our initial training for the staff at the November 2021 in-service.
  - Building awareness
  - Building knowledge
  - Establishing a common vocabulary
- The second training for the staff is scheduled for our February 2022 in-service day.
- As we move into next year, staff training will continue.

## Major Activity: Student Voice

- We believe our Equity Team will continue to grow throughout our equity journey.
- We are currently considering a parent advisory group to help our team as we better understand the diversity of our school and to provide valuable information to help in our planning.
- Expanding our Equity Team also involves students. We plan to utilize two newly-formed groups to start this work (Student Government & S.A.K.E.).



## Major Activity: Curriculum

As we work through Stage 3 of our ELA curriculum development, the ELA Curriculum Development Committee and members of the Equity Team will continue to look at unit and lesson plan development through an equity lens.

We've expanded our school library to include books chosen specifically from an equity perspective. Our newest books have been on display for our students and staff in the library for the last month.

In November and December 2021 members of the Equity Team worked with Follett to expand our grade-level class libraries to include texts chosen specifically from an equity perspective. We are currently awaiting the arrival of those texts to be placed in every classroom K-6.

## **Major Activity: No Place for Hate**

For a second consecutive year, Chesterfield Elementary School has been recognized as a No Place for Hate School.

For the 2021-2022 School Year, we have 3 activities planned. Our first activity took place last month and focused on caring for our community through a clothing drive - Winter Wonderland of Clothing

We are planning to launch our second activity shortly involving pen pals and then our third activity is planned for the spring.