

EASTON AREA SCHOOL DISTRICT DIVERSITY ALLIANCE

Subcommittee Action Plans

Thursday, March 18, 2021



Curriculum

Facilitator: Mr. Josh Ziatyk, Assistant Superintendent for District Operations and Services

Recruit/Hire/Retain

Facilitator: Dr. John Burrus, Chief Human Resource Officer

Culture and Climate

Facilitator: Mr. Michael Koch, Director of Secondary Education

Discipline and Policing

Facilitator: Dr. Karen Trinkle, Director of Student and Community Services

Professional Development

Facilitator: Ms. Tracy Piazza, Assistant Superintendent for Curriculum & Instruction

Supports and Opportunities

Facilitator: Mrs. Kara Dufour, Director of Special Education

Curriculum Subcommittee

Mr. Josh Ziatyk

Assistant Superintendent for District Operations & Services



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Curriculum

GOAL

The subcommittee will create opportunities for teachers to reflect upon their own practice in regard to equity and social justice. In order to realize our goal, we will:

- A. Develop questions for teachers, administrators, and students to begin discussion of equity within the classroom to create a framework for change.
- B. Develop a list of resources that link research to a checklist for lesson design.

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Curriculum

ACTION PLAN HIGHLIGHTS

- Research best practice and current research
- Create two micro-committees (K-5 and 6-12) to focus on research and grade level appropriateness
- Develop a list of questions to integrate into everyday practice (teachers, administrators, students)
 - Self-reflection and program/curriculum analysis
- K-12 principal discussion on “Guided Introspection” questions and strategies to highlight throughout the school year(s)
- Targeted conversations (administrators and teachers)
- Compile feedback and share with micro-committee for expansion of key questions
- Develop list of resources that may be utilized by classroom teachers
- Resources will be integrated into lesson design
 - Curriculum Renewal Cycle inclusion
- Continued research, planning, development, and integration (future)

Recruit/Hire/Retain Subcommittee

Dr. John Burrus
Chief Human Resource Officer



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Recruit/Hire/Retain

GOAL - RECRUITMENT

Increase External Recruitment efforts

Partnerships:

- Establish direct contacts with college/university education departments
- Participate and support college/university education programs
- Attend recruitment events
 - o 7th Annual DIVERSITY in Ed Virtual Teacher Recruitment Fair on April 14, 2021.

Advertisement & Marketing:

- Expand vacancy notices beyond the Lehigh Valley
 - o Educational organizations – job announcement boards
 - o Professional Diversity Network
- Resource packet
 - o District Information
 - o Easton Area Information

Recruit/Hire/Retain

GOAL STATEMENT – HIRE

Enhance the onboarding process for both the candidates and the administration

Procedural Review:

- The process and protocols have greatly improved
- Protocols are multi-tiered, inclusive (committee format) and transparent

Data Analysis:

- Comparison of employee and student demographic information

GOAL STATEMENT - RETAIN

Retain qualified minority employees of diverse backgrounds in order to provide our extremely diverse population of students with role models who will serve as a support, inspiration, hope and motivation for our children on their journey to success.

Induction Program:

- More opportunities to interact with employees of varied ethnic and racial backgrounds
- Staff will connect and contribute to the local community

Education Career Program:

- Create an avenue for current secondary students to explore and experience education related jobs and to support these students as they advance into the world after graduation.
 - o Northampton County Community College Career Pathway

Culture and Climate Subcommittee

Mr. Michael Koch
Director of Secondary Education



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Culture and Climate

GOAL #1

Develop a system to measure building/district climate, collect and analyze the data, and determine interventions to improve the climate for all stakeholders.

Equity Guide for School Teams



Culture and Climate

GOAL #2

Develop a resource guide and website for our schools that focuses on equity, shared leadership, ideas for recognition of minority staff and students. Create a Facebook page to highlight the various accomplishments of our district and best practices around building anti-racist schools.

ACTION PLAN HIGHLIGHTS

- Research Current Equity and School Climate Research
- Review sample resources guides
- Create a Facebook page and website
- Develop networking opportunities for all schools to share their equity and school climate work throughout the school year

Discipline and Policing Subcommittee

Dr. Karen Trinkle
Director of Student and Community Services



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Discipline and Policing

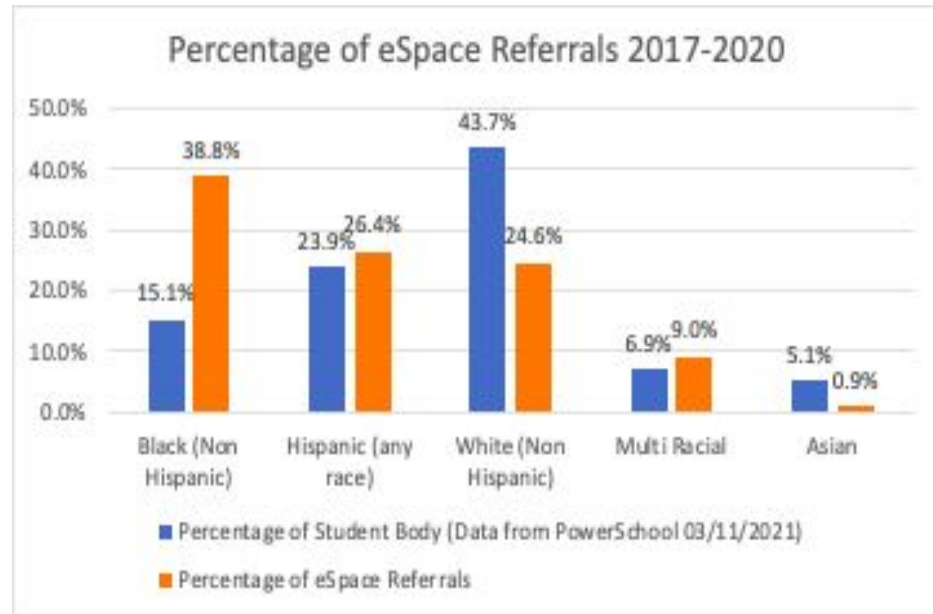
GOAL #1

Identify any patterns of racial disproportionality in disciplinary referrals and exclusionary discipline in the Easton Area School District.

ACTION STEPS/STRATEGIES

- Review national and state level data and empirical literature to identify expected trends in disproportionality. *(complete)*
- Obtain and organize Easton data to conduct data analyses. *(complete)*
- Complete data analyses investigating potential disproportionality in areas identified through research review. *(in progress)*
- Conduct qualitative measures (e.g., surveys and focus groups) to understand student and staff perspectives on patterns of disproportionality. *(in progress)*
- Prepare a slide show or written document outlining areas of disproportionality. *(in progress)*
- Present data to Diversity Alliance, community stakeholders, and administration.

Disciplinary Referrals Over Three School Years



Discipline and Policing

GOAL #2

Promote an awareness of a multicultural/anti-racist school system by increasing awareness of the different faces of trauma within our school district by providing a safe space for students to disclose concerns regarding mistreatment / lack of sensitivity by staff member.

ACTION STEPS/STRATEGIES

- Parent newsletter and Staff Newsletter (*ongoing*)
- Targeted focus on trauma informed practices at EAHS (*in progress*)
- Trauma informed practices implementation for educators and support staff districtwide
- Training of Police Officers and School Security in Schools on Trauma Informed Practices
- Collaborate with the Sub Committee Teams to provide a collaboration on Trauma Informed Resources to develop appropriate training to staff.
- Embed and engage the educational component of reflective practices for staff regarding response to student behavior
- Increase communication with parents/community to provide assistance and support.
- Utilization of appropriate avenues for advocacy to increase awareness to address the perception that BISOC are low SES, behave badly, lack motivation and accountability for school success

[Diversity Alliance Newsletter](#)

[Diversity Alliance- Winter 2020](#)

Discipline and Policing

GOAL #3

Align Policing Practice in schools with School District mission/values, clarifying expectations, and develop policy/process for addressing problem behavior exhibited by School Security and SRO/PD in schools.

GOAL #4

Develop a plan to systematically address the policies and practices that contribute to patterns of racial disproportionality including but not limited to the disciplinary referral process and exclusionary discipline.

GOAL #5

Develop a plan to monitor progress towards eliminating racial disproportionality and reducing behavioral referrals and exclusionary discipline.

Effective, culturally-competent, Interventions (Simmons-Reed and Cartledge, 2014)

Strengthen student-teacher relationships

Help teachers better understand students' actions, their perceptions of discrimination, and unfairness through

Behavioral Interventions
School Wide Positive Behavior Supports
Trauma Informed Care Implementation .
Restorative Practices
Academic interventions, (reading)
Interventions with School Policies/Structures

Professional Development Subcommittee

Ms. Tracy Piazza
Assistant Superintendent for Curriculum & Instruction



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Professional Development

- **Professional Development Committee Mission Statement:**

To provide/support high quality professional development opportunities for all EASD employees so that the Easton Area School District is not only an anti-racist District but also a District in which everyone is valued equally and our differences are embraced and celebrated as a strength of the District

- **Critical Definitions:**

Anti-racism - refers to a form of action against racial hatred, bias, systemic racism, and the oppression of marginalized groups. Anti-racism is usually structured around conscious efforts and deliberate actions to provide equitable opportunities for all people on an individual and systemic level.

Anti-racist - a person who opposes racism and promotes racial tolerance.

Inclusive environment - A work environment that makes every employee feel valued while also acknowledging their differences and how these differences contribute to the organization's culture and business outcomes.

Professional Development

GOALS:

- To share the EASD working definition of Anti-racism, Anti-racist and Inclusive Environment with all stakeholders
- To create a continuum of equity based learning objective to serve a standardized, minimum learning experience for all staff
- Contribute to a district reference guide of commonly used equity terms and definitions in order to have a shared understanding of equity based vocabulary.
- Support the development of a reference guide of cultural etiquette, norms, holidays and celebrations and provide opportunities to utilize the information in our professional development conversations
- To create a reference library of PD training resources, prompts, modules etc. that administrators can pull from as they plan learning opportunities for his/her staff.
- To support the training needs of the other equity teams.
- To provide/support equity training for all employees

Supports and Opportunities Subcommittee

Mrs. Kara Dufour
Director of Special Education



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Supports and Opportunities

GOAL #1

- Assess current policies and procedures determining the identification of and enrollment in AP and Honors students and to provide a model for implementation to increase the enrollment of African American & Hispanic students.
- Assess current policies and procedures determining identification of and increase enrollment of African American & Hispanic students in gifted programming.
- Assess current policies and procedures determining identification of and reduce enrollment of African American & Hispanic students in special education classes due to behavior concerns.

ACTION PLAN HIGHLIGHTS

- Develop a visible pathway for students/families to request consideration for Honors/AP when selecting courses.
- Revise Easton's Gifted Manual to include more inclusive criteria that account for assessment bias.
- Review the behavioral interventions available at elementary, middle, and high school levels and identify additional interventions that might reduce behavior problems resulting in special education referral/qualification.

Supports and Opportunities

GOAL #2

- To identify external and internal resources for enrichment opportunities that support minority students that build confidence, self-awareness, and motivation to achieve academic success that can determine the ultimate trajectory of their lives.

ACTION PLAN HIGHLIGHTS

- Establish a reoccurring event that includes a panel discussion of diverse leaders of color.
- Increase the amount of minority student affinity groups.
- Establish a comprehensive database of scholarship opportunities (academic, athletic, etc.).
- Expanded mentorship programs to link to post-secondary or post-graduation planning.



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