

Gahanna-Jefferson Public Schools
630 Morrison Road
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www.GahannaSchools.org
(614) 471-7065



SUCCESS AND ACCESS FOR ALL
GAHANNA-JEFFERSON PUBLIC SCHOOLS

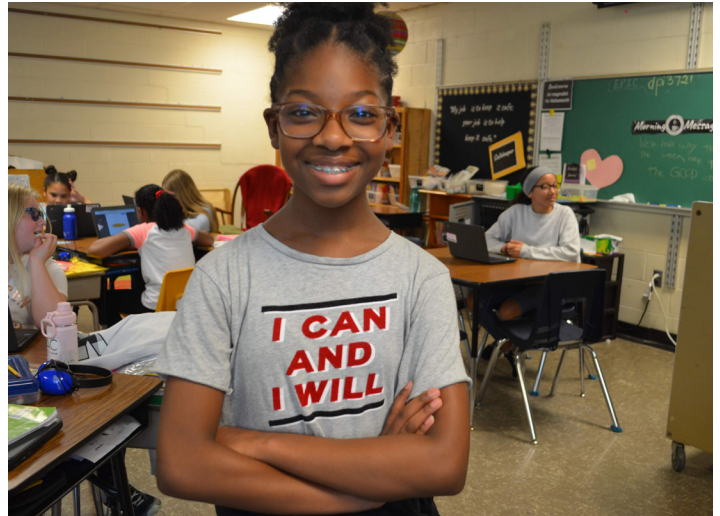
GJP | Gahanna-Jefferson Public Schools
INSPIRING LEARNERS
BUILDING FUTURES



DISTRICT PHILOSOPHY FOR SUCCESS & ACCESS

Gahanna-Jefferson Public Schools embraces the rich perspectives and experiences from all staff and students.

As a District, we are committed to ensuring all students thrive from having access to high-quality educational resources and stimulating academic experiences. We believe in providing a supportive and inclusive environment where students feel respected and free to be their authentic selves.



DISTRICT SUCCESS TEAM COMMITMENT

We are committed to working through difficult situations that may arise by disrupting the status quo and ensuring that students and staff, regardless of their identity, have the opportunity to grow and feel appreciated and valued in our District.

As a team, we will be guided by our District's values, and we pledge to:

Unite the Gahanna community through partnerships and celebration of our diversity

Question and challenge ourselves to improve practice

Empower staff and students to use their voices and be their authentic selves

Implement culturally relevant instructional practices in all learning environments

Transform policies and allocate resources to better serve our students and community

Yield an environment of sincere advocacy, inclusion and understanding



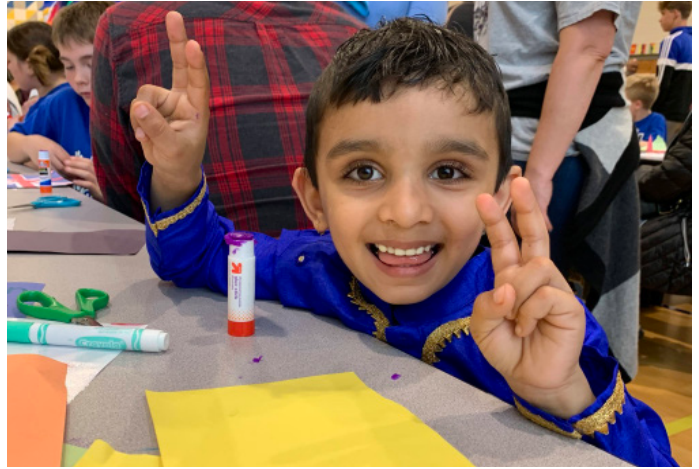


SUCCESS & ACCESS FOR ALL WHY & HOW

It is our shared responsibility to serve every GJPS student in a manner that ensures a high-quality educational experience and provides Success & Access for ALL. Our students deserve to be seen, to be heard and to be valued.

We want our students to take pride in what they offer the world around them and how it impacts others. We hope they build strong relationships by listening to and learning from other people who may be different from them. Above all, we want them to be change-makers who help make the world a better place.

We want our educators and staff to create a safe, respectful space where all students are appropriately supported. We hope they model advocacy and give students chances to use what they have learned to make a difference in their communities and beyond.



SUCCESS & ACCESS FOR ALL GOAL OF THE PLAN

GJPS | GOAL

SUCCESS AND ACCESS FOR ALL
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The Success & Access Plan serves as the action step roadmap to ensuring we are serving every GJPS student and staff member in an inclusive manner by:

- Removing barriers
- Honoring rich perspectives and experiences
- Providing access to high quality resources and opportunities

This plan guides our work to evaluate and improve current systems and practices and hold us accountable for making positive change in our District.



THE PATH OF SUCCESS & ACCESS FOR ALL IN GJPS

A HISTORICAL PERSPECTIVE



**APRIL
2019**

GJPS PDAC identified “Equity & Access for ALL” theme

**SEPTEMBER
2019**

GJPS Equity Team participation in Equity Institute

**SEPTEMBER
2019**

District book study of *We Got This: Equity, Access and the Quest to Be Who Our Students Need Us to Be*

**OCTOBER
2019**

Dr. Melissa Crum “Implicit Bias and Microaggressions” keynote

**JANUARY
2020**

Kristen Santel “Trauma-Informed Practice” keynote

**JANUARY
2020**

GJPS Equity Team expansion to include additional administrators

**JULY
2020**

Board Approval of Resolution Reaffirming Commitment to District Core Values

**JANUARY
2021**

Kelly Capatosto “Implicit Bias” keynote

**JANUARY
2021**

Round two of District book study of *We Got This: Equity, Access and the Quest to Be Who Our Students Need Us to Be*

**FEBRUARY
2021**

GJPS Equity Team expansion to include staff with development of Equity Action Teams

**SPRING
2021**

GJPS Equity Team expansion to include students and parents





A HISTORICAL PERSPECTIVE



The construction of the GJPS equity framework formally began with the launch of the GJPS Equity Team in the fall of 2019.

Recognizing that District-level leadership is paramount in promoting meaningful change and improvement, the focus of GJPS' work during the 2019-20 school year was on developing the cultural competencies of senior leaders and analyzing District data to inform change in the pursuit of excellence and equity.



The District Equity Team developed an equity framework and engaged Action Teams, to review data, identify priority areas and create action steps that will continue to guide our Equity & Access Plan.

A Parent Advisory Group was formed to be an ongoing partner in the development and revision of our Equity & Access Plan.

The group will continue to monitor progress toward our goals and act as an ally to gather feedback and share details of our work with the community.

Engagement with GJPS staff, students and community members will continue as we further outline, adapt and implement actions for change in our District.





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Resolution Regarding Board's Commitment to District Core Values

WHEREAS the District engaged in a strategic planning process, including survey and in-person feedback sessions from staff, students, families, and community members; and

WHEREAS, the Gahanna-Jefferson Board of Education has reviewed the outcomes of the prior strategic plan, assessed its effectiveness and impact, and has updated the strategic plan to reflect our current priorities and perspectives.

NOW THEREFORE BE IT RESOLVED THAT the Gahanna-Jefferson Public School District has a vision to ignite a passion for lifelong learning, enrich student experiences, and champion pathways to success for all; and

BE IT FURTHER RESOLVED THAT, the Gahanna-Jefferson Public School District has a mission to empower all students for lifelong success by ensuring that student learning is our top priority, preparing each student to continually thrive in an ever-changing world; and

BE IT FURTHER RESOLVED THAT, the values of the District that will guide our decision making and strategic plan action steps have been identified to be that of Integrity, Collaboration, Inclusivity, Students First, Empowerment, and Excellence; and

BE IT FURTHER RESOLVED THAT, it is not enough to state these values or merely affirm our commitment to our values, but also to that of empowering our staff and students to be successful in a global society; and

BE IT FURTHER RESOLVED THAT, the Gahanna-Jefferson Board of Education aspires for our learners to take pride in what they bring to the world around them and how it impacts others; understand, value and honor diverse communities including their own; build and nurture relationships by listening to, respecting and learning from people who may be different from them; and act as change agents who serve their local, national and global community and make our world a better place; and

The Board of Education Resolution Continued

BE IT FURTHER RESOLVED THAT, we aspire for our educators to create a safe and respectful community where all students' interests, identities, and affinities are honored and valued; build and nurture relationships with students and their families; model advocacy and provide opportunities for students to apply their learning to improve their local, national and global community; and utilize resources that share multiple perspectives and experiences from diverse communities.

BE IT FURTHER RESOLVED that, the Board is committed to reviewing its programs, policies, administrative procedures, goals, and objectives to align with its mission, vision and values.





SUCCESS ACTION TEAMS AREAS OF FOCUS

To lead this work in our District, five action teams consisting of GJPS administrators, teachers, support staff, students and parents came together to review data and identify needs. These teams created goals and action steps by which to evaluate progress toward ensuring Success & Access for ALL.



AREAS OF FOCUS

The action teams' work evolved and was shaped based on research, data and identified need.

SENSE OF BELONGING

Build a stronger understanding and appreciation for the diversity in our community

Intentionally create opportunities for all students to develop impactful relationships and connect with their peers and staff

SUCCESSFUL STAFFING

Recruit and retain staff that supports the success of all students

ROBUST CURRICULUM & RESOURCES

Reframe and design instruction through a culturally responsive lens

INTENTIONAL REPRESENTATION, ACCESS & OUTCOMES

Support the academic, behavioral and social-emotional growth of all students by identifying appropriate levels of intervention and/or enrichment

Increase awareness and access to enriched academic programming

COMMUNITY ENGAGEMENT AND PARTNERSHIPS

Engage families and community members in conversations and planning that cultivate an inclusive school environment

Develop community education events and partnership experiences



FOR MORE INFORMATION ABOUT
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PLEASE VISIT

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