UPPER DARBY
SCHOOL DISTRICT

Opportunity · Unity · Excellence

Comprehensive Equity Plan Summary 2024-2029

Kimisha Simpson, M.Ed. John Council, Ed.D. Christopher Lashley, M.Ed..

Members of the District Equity Leadership Team

- Dr. Daniel McGarry, Superintendent
- Dr. John Council, Assistant Superintendent for Recruitment, Retention, and Culture
- Kimisha Simpson, Supervisor of Recruitment, Retention, and Culture
- Christopher Lashley, Supervisor of K-12 Art, Music, and Theater
- Gina Applegate, Teacher - Kindergarten Center
- Sasha Gallagher, Teacher - Highland Park Elementary School
- Roslyn Purnell, Teacher - Charles Kelly Elementary School
- Ebony Sims, Confidential Secretary - UDSD Administration
- Trung Tchiong, Teacher - Upper Darby High School
- Erica Vera, School Social Worker - Kindergarten Center

Our Beliefs

The Upper Darby School District Mission Statement:

It is the mission of the Upper Darby School District to provide a comprehensive educational program that develops all learners into critical thinkers, with effective communication skills, empowering them to adapt to an ever-changing world. Our students will demonstrate integrity and confidence while cultivating a learner's mindset in pursuit of personal excellence and service to others.

The Upper Darby School District Equity Commitment

Opportunity, Unity, and Excellence Through Equity – The Upper Darby School District recognizes that a commitment to equity is an ongoing, daily practice that must be implemented with fidelity and authenticity by all members of the organization.

Comprehensive Plan Development Process

Spring 2023

Equity Core Team

Meeting to review results of MAEC audit tool and crosswalk with current comprehensive plan

Spring 2023

Team Training

Professional learning opportunity for Building Equity Teams

Spring 2023

Environmental Scans & Interviews

Randomly selected building scans (non-evaluative)

Spring 2023

Listening Session

Students

Fall 2023

Community Survey & Team Training

Family/Communities Professional learning opportunity for Building Equity Leadership Teams

January 2024

Completion of Comprehensive Plan

Submit for review

Pillars in Equity

The basis of recommendations from the completed activities were aligned to the Pennsylvania Department of Education (PDE) - Equitable Practices Hub.

Equity Pillars of Practice:

- General Equity Practices
- Self-Awareness
- Data Practices
- Family & Community Engagement
- Academic Equity
- Disciplinary Equity

Action Areas

In review of the prior activities, the following recommended specific action areas will be implemented.

- **Action Area One**: Actionable Equity, Inclusion and Belonging Practices
- **Action Area Two**: Collaborative Community and Family Engagement
- **Action Area Three**: Engaging in Self-Awareness and Professional Growth
- **Action Area Four**: Retention and Recruitment of Diverse Personnel

The Leadership for Equity Assessment & Development (LEAD) Tool, 2023

Actionable Equity, Inclusion, and Belonging Practices

Objectives:

1a. The UDSD will have personnel in place with the shared responsibility for support and evaluation of district equit goals.

1b. The UDSD will have a system for monitoring, accountability, and follow-up measures established to address the opportunity gap that exists among diverse learner populations.

1c. The UDSD will establish systems for monitoring, accountability, and follow-up measures to address discrimination that impedes or denies access or full inclusion and success.

1d. The UDSD will maintain a Board Policy designed to fully embrace the enacting of a Comprehensive Equity Plar

The Leadership for Equity Assessment & Development (LEAD) Tool, 2023

Actionable Equity, Inclusion, and Belonging Practices

Action Steps

District Equity Leadership Team

Provides direction and response to action items in the Comprehensive Equity Plan.

Subcommittees

Subcommittees of the District Equity Leadership Team will represent: *Actionable Practices* (Self-Awareness & Professional Growth, *Collaborative Community & Family Engagement*, & *Retention & Recruitment of Diverse Personnel)*

Building Equity Leadership Teams

Applies the guidance & feedback of the District Equity Leadership Team and subcommittees to influence building-level practices. The building teams also inform the district level team and subcommittees in a communication loop.

Collaborative Community and Family Engagement

Objectives:

2a. The UDSD will maintain and establish partnerships with community organizations to address the needs of students.

2b. The UDSD will use appropriate communication to share ways families and community partners can support the school district's educational efforts at home or outside the classroom.

2c. The UDSD families will be informed of important school policies and student expectations.

2d. The UDSD will engage in partnerships with families to ensure their input is obtained and used.

The Leadership for Equity Assessment & Development (LEAD) Tool, 2023

Collaborative Community and Family Engagement

Action Steps

2a	Maintain and establish partnerships with community organizations to address the needs of students	• Actively pursue new opportunities for community partnerships with a MOU with the partner regarding the nature of the relationship and the benefit it will bring to families, communities, and students in the Upper Darby School District.
2b	Use appropriate communication	• Research and recommend to the Superintendent available and accessible communication platforms to ensure every family is able to obtain pertinent information and aligns to the District's policy of communication.
2c	Families will be informed of important school policies and student expectations	• Schools will utilize family events as opportunities to inform parents and guardians of policies and student expectations. • Home-based methods using two-way communication.
2d	Engage in partnerships with families to ensure their input is obtained and used	• Listening session opportunities • Family & community liaisons will be invited to two district equity leadership team meetings.

Engaging in Self-Awareness and Professional Growth

Objectives:

3a. The UDSD will provide equity-focused leadership to district and school planning efforts.

3b. The UDSD will incorporate equity-focused strategies into teacher/staff professional development.

3c. The UDSD will integrate new staff into equity and anti-bias teacher practices.

The Leadership for Equity Assessment & Development (LEAD) Tool, 2023

Engaging in Self-Awareness and Professional Growth

1 Leadership

Comprehensive equity plans will be embedded in District and school improvement plans, Title I plans, and incorporated in administrator goals.

2 Strategies

Teacher and professional staff will engage in professional learning supporting culturally responsive classroom practices. Classified staff will also engage in equity, inclusion, and belonging learning.

3 New Staff

New Teacher Induction, New Teacher Orientation, and Building support trainings for new teachers will acclimate new staff to the District's Equity Plan and ongoing equity practices.

Retention and Recruitment of Diverse Personnel

Objectives:

4a. The UDSD will prioritize equity-related understanding, commitment, or skills in hiring practices and actively recruit and retain diverse personnel.

4b. The UDSD administrators will collaborate with teachers, staff, students, family, and community members in ongoing processes for recruiting, hiring, retaining, and advancing diverse staff as well as educators with strong equity commitments, understanding, and skills.

4c. The UDSD will create a pipeline for sustainable recruitment, hiring, and promotion of educators with strong equity commitments, understanding, and skills.

The Leadership for Equity Assessment & Development (LEAD) Tool, 2023

Retention and Recruitment of Diverse Personnel

Action Steps

Collaboration in Hiring Practices

Create and maintain pathways to teaching through school volunteer opportunities, student teaching placements, and university partnerships.

Recruitment & Retention

Will review the District Recruitment Plan, participate at job fairs and develop staff surveys relevant to recruitment and retention of diverse staff.

Pipeline Creation

Create pipelines of current employees, community members, or those interested in changing careers, to enhance their skills and credentials to serve as professional employees in the UDSD.

Members of the Building Equity Leadership Teams

Josh Rehak
Andrea Simpson
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Victoria Babylon
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Josette Dwyer
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Jen Rosen
Justin Sheppard
Allen Brydges
Kelly Mantzaridis
Gwen McIlhargy
Nicole Stevenson
Bonnie Stritzinger
Sarah Thomas
Joanne DeVito
Terrance Williams
Sasha Gallagher
Susan Farley
Jaspreet Kaur

Susan Campbell
Alyse Gonzalez
Michael Previti
Sarah Boland
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Paige Morgan
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Laura Berger-Beck
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Stephanie Lista
Marc Comfort
Jennifer Menaker
Jennifer Derbyshire
Amanda McKinney
Jessica Gentile

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Thank You!