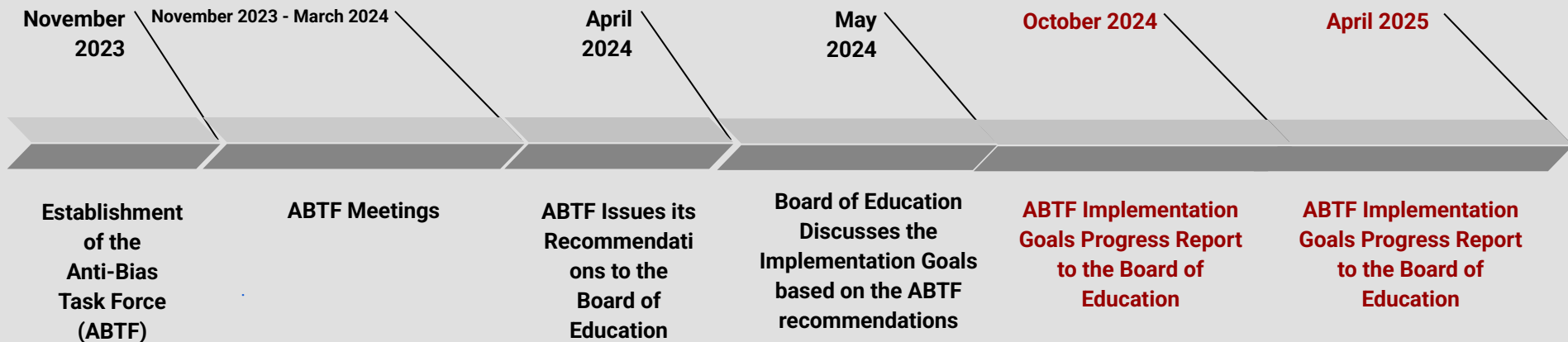


# Anti-Bias Task Force Implementation Plan Progress Update



April 2025

# Anti-Bias Task Force Implementation Progress



# **Divide work across five subgroups:**

- 1. Student experience**
- 2. Code of Conduct and DASA**
- 3. Curriculum**
- 4. Recruitment, hiring, and professional development**
- 5. Community outreach**

# Student Experience

## Implementation goals

- Create data collecting opportunities to understand the lived experience of our students as it relates to inclusion and belonging
  - Student Focus Groups
- Improve student connection with others and the curriculum by increasing opportunities for discussions and activities that bolster their sense of belonging and community
  - Advisory
  - Syosset U.N.I.T.E
  - Health Curriculum
  - Curriculum mapping (See curriculum goals)
  - Assemblies
- Foster empathetic, welcoming, and affirming environment across all areas through faculty and staff professional development that build students' trust in adults

# Student Experience Goals Progress

| Data Collection                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Improved Student Connections                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Promote an affirming environment in our schools that foster belonging                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Superintendent Student Cabinet (K-12)               <ul style="list-style-type: none"> <li>◦ Elementary 11/21/24 &amp; 4/22/25</li> <li>◦ Middle School 11/19/24 &amp; 4/3/25</li> <li>◦ High School 11/19/24 &amp; 4/3/25</li> </ul> </li> <li>• Monthly Student Government Meeting with Principals</li> <li>• Reviewing Tools for collecting data about the student experience               <ul style="list-style-type: none"> <li>◦ Panorama belonging survey</li> </ul> </li> <li>• Mascot Selection survey               <ul style="list-style-type: none"> <li>◦ 1/3 of respondents were students</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Evaluating peer to peer groups to foster greater relationships across all secondary schools.               <ul style="list-style-type: none"> <li>◦ Multicultural</li> <li>◦ UN.ITE</li> </ul> </li> <li>• Shared Decision-Making Committees include middle school students               <ul style="list-style-type: none"> <li>◦ Tech Free Tuesdays</li> </ul> </li> <li>• 8th grade visits to the high school</li> <li>• No Place for Hate - All Schools</li> <li>• Multicultural Expos at all schools</li> <li>• ERASE Racism Youth Leadership Summit</li> <li>• Global School Play Day</li> <li>• Multi-School Breakings Borders</li> <li>• Student Mentorship               <ul style="list-style-type: none"> <li>◦ 5th grade reads to Kindergarten</li> <li>◦ HS peer</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• August 2024 Superintendent's Conference Days of Professional Learning for Faculty and Staff               <ul style="list-style-type: none"> <li>◦ Partnered with Innovative Designs for Education (IDE) with a focus on creating welcoming and affirming environments, implicit bias, courageous conversations</li> </ul> </li> <li>• Nassau BOCES EIB provide ongoing faculty resources to promote belonging in schools</li> <li>• AI Professional Pilots</li> <li>• Enhanced 8-9 transition program</li> <li>• PARP</li> <li>• Mill Neck Manor School for the Deaf</li> <li>• Witness Project</li> </ul> |

# Code of Conduct/DASA

## Implementation goals

- **Enhancements to Code of Conduct**
  - User-friendly Code of Conduct
  - Translate documents into additional languages
  - Develop grade-appropriate, abridged student handbook
  - Create FAQs for common questions
  - More educational opportunities for families about how the Code of Conduct works
- **DASA Training and Reporting**
  - Provide additional, ongoing training for DASA coordinators and staff
  - Ensure DASA reporting tools are accessible

# Code of Conduct/DASA Goals Progress

| Enhancements to Code of Conduct and DASA forms                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | DASA Training and Reporting                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Plain language Code of Conduct:<br/><a href="https://www.syossetschools.org/domain/286">https://www.syossetschools.org/domain/286</a></p> <p>All schools reviewed the Code of Conduct with their students at the start of the school year</p> <ul style="list-style-type: none"><li>• Kick-off assemblies at elementary</li><li>• Administration classroom presentations at middle schools</li><li>• Social Studies lessons at the high school</li><li>• Policy 5130 Code of Character, Conduct, &amp; Support revised and adopted at the November 2024 Board meeting.</li><li>• Ongoing conversations to build student capacity about code of conduct at the elementary level.</li><li>• Leverage AI tools to make Code increasingly accessible</li></ul> | <p>DASA Reporting Forms (in 5 languages):<br/><a href="https://www.syossetschools.org/domain/133">https://www.syossetschools.org/domain/133</a></p> <ul style="list-style-type: none"><li>• Additional translations forthcoming</li></ul> <p>All staff are DASA trained during the annual Superintendent's Conference Days in August</p> |

# Curriculum

## Implementation goals

### **Cultural Competency**

Elevate student voice and choice through ongoing systematic curriculum evaluation to ensure opportunities for all students to see and discover themselves within and across the curricula while fostering the skills necessary to demystify the "other" and engage in conflict without causing harm.

### **Social Media**

Foster and develop deep critical analysis skills by integrating age-appropriate digital and media fluency curriculum that allows students to understand and navigate the profound impact of social media on society and the collective well-being.

# Curriculum Goals Progress

## Cultural Competency

**Summer 2024 Curriculum Projects** evaluated and strengthened the K-12 curriculum that teach the skills to ensure all students feel welcomed and affirmed in their school environments

Curriculum analysis

Iftar celebrations

Holocaust Remembrance Events

Lunar New Year celebrations

Identifying and incorporating culturally responsive texts

### High school

- Civil discourse, community building, leadership, critical thinking, digital and media fluency
  - 9th grade social studies
  - Peer Leadership
  - Civic Readiness
  - Sports Management
  - Library (Sunny Stony Brook Center for News Literacy)

### Middle School

- Self-Awareness, Self-Management, Social Awareness, Relationship Skills, and Responsible Decision Making
  - Advisory

### Elementary

- Empathy, understanding, respect, and perspective taking
  - World Language FLEX (Foreign Language Exploratory Program)
  - Fine & Performing Arts
    - Non-western Choral Literature

# Curriculum Goals Progress

## Social Media

### NCOSS - Multi-district Social Media Curriculum Development

#### Secondary

- Digital and Media Fluency Curriculum (Library)
  - SUNY Stony Brook Center for News Literacy
  - Integration across curricula (Current and Summer 2025)
- Character Matters Assembly
  - ABC's of Representing Yourself
  - Social Media Awareness
  - Your Code of Character
- Tech-Free Tuesday
  - Shared Decision Making Committees

#### Elementary

- Digital and Media Fluency Curriculum (Library)
- Don't Press Send Assembly
  - Digital Citizenship - ongoing

# Recruitment, Hiring, and Professional Development

## Implementation Goals

- Examine and refine the district's recruitment and hiring process
- Professional Development
  - Enhance efforts to address unconscious bias through professional training
- Orient new faculty to the Syosset way
  - Deep commitment to foster a welcoming and affirming environment for all students
  - Adhere to the highest standards of professionalism
  - Ensure a sense of belonging among faculty and staff
- Evaluation and Accountability
  - Proactively evaluate and address faculty and staff who do not perform to the district's standard

# Recruitment, Hiring, and Professional Development Goals Progress

| Professional Development                                                                                                                                                                                                                                                                                                                             | Refine recruitment and hiring                                                                                                                                                                  | Orient new faculty to the Syosset way                                                                                                                                                                                                                                                                                                                                  | Evaluation and Accountability                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>2024 Superintendent Conference Day</p> <p>IDE - Innovative Designs for Educators</p> <ul style="list-style-type: none"> <li>-Implicit Bias</li> <li>-Difficult Conversations</li> </ul> <p>Nassau BOCES EIB</p> <p>2025 Superintendent's Conference Day</p> <ul style="list-style-type: none"> <li>● Responsible and Ethical use of AI</li> </ul> | <p>Prioritize reaching and attracting a large, diverse talent pool.</p> <p>Circulate job postings on social media and online platforms (LinkedIn, Indeed, etc.)</p> <p>In-person job fairs</p> | <p>Interviews and Onboarding</p> <p>New Teacher Orientation</p> <p>Comprehensive Mentoring Program</p> <ul style="list-style-type: none"> <li>● Monthly workshops - inclusive teaching, bias, and DASA</li> </ul> <p>Rigorous, multi-round interview process</p> <ul style="list-style-type: none"> <li>● Interview questions aligned with goals and values</li> </ul> | <p>All staff are systematically evaluated according to the District's approved APPR plan</p> <p>11 indicators with one specifically focused on supporting student diversity:</p> <div>Teacher acknowledges student diversity and uses it as an opportunity to enrich the learning environment. Students take initiative to respect and support diversity.</div> |

# Community Partnership

## Implementation Goals

### Families

- Partner with PTA to create initiatives around bringing families together, such as a quarterly community newsletter and districtwide cookbook around food, "Taste of Syosset"
- Develop parent workshops on topics such as understanding DASA, cultural engagement, avoiding identity-based hate, etc.
- Create orientation for families entering the district to teach about the Syosset culture of care

### Marketing/Branding

- Promote, publicize, and reinforce school district's inclusivity goals

# Community Partnership Goals Progress

| Families                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Marketing/Branding                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Parent Workshops - building specific and working on creating parent evening focusing on learning more about curriculum and social emotional supports</p> <p>District-wide elementary curriculum parent workshops</p> <p>Continue to partner with the PTA's Cultural Unity Committee</p> <p>-Newcomer welcome</p> <p>Multicultural events and activities</p> <p>PTA Partnership: presentations; reflections participation, curriculum enrichment</p> <p>Multicultural Celebrations</p> | <p><u>An Anti-Bias Task Force page on the website</u></p> <p>Revamping the district website</p> <p>Board of Educations discussion of a Portrait of a Graduate</p> <ul style="list-style-type: none"><li>Curiosity - Mental Flexibility - Persistence - Risk Taking - Compassion - Critical Thinking - Creativity - Collaboration - Cultural Competence</li></ul> <p>Launched the new district website</p> <p>Launch of Parent Square coming Fall 2025</p> <p>Community-based mascot selection committee</p> |

**Thank you!**