



TESD Equity Initiative

AN UPDATE PROVIDED TO THE BOARD EDUCATION
COMMITTEE APRIL 2021

Introduction

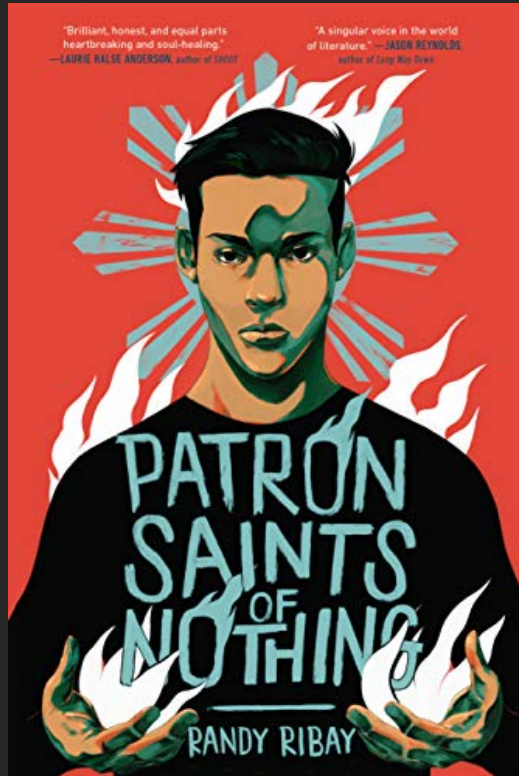
In the spring of 2018, the District began a partnership with Pacific Educational Group (PEG) specifically to enhance the policies and practices around racial equity.

As stated by PEG, the goal is to “engage in sustained partnerships with educational organizations to transform beliefs, behaviors, and results so people of all races can achieve at their highest levels and live their most empowered and powerful lives.”

FIDELITY SOCIAL JUSTICE **DIVERSITY** HUMILITY SUPPORT SYSTEM COURAGE CATALYST DIFFERENCE
CULTURE RESPECT **DIVERSITY** MUTUAL INTERSECTIONAL GROWTH INTERSECTIONALITY
BELONGING COURAGE TRUST ACCOUNTABILITY WELCOMING VALUED GROWTH CENTERING COMMUNITY
WELCOMING TRANSPARENCY INTERACTING ACTIVE FAIRNESS JUSTICE NEEDS DIGNITY
POWER **EQUITY** FAMILY TRANSPARENCY RECEPTIVENESS CONNECTION
OPENNESS **EQUITY** EQUALITY COLLECTIVE RESPONSIBILITIES ACCOUNTABILITY
TRUST INTERSECTIONALITY COMMUNITY EXPERIENCES HONESTY WELCOMING RESPECT
HONESTY DIFFERENCE AFFIRMING IDENTITIES **INCLUSION** FIDELITY
LEADERSHIP INFORMATIVE VALUED PERSPECTIVES **INCLUSION** AFFIRMING
FRIENDLINESS SUPPORT SYSTEM SOLIDARITY **INCLUSION** BELONGING
RECEPTIVENESS CATALYST THRIVING CONSCIOUS COMMUNITY APPRECIATION CARE

Where Are We Now?

Summer 2020



- **One Book-One Stoga** – *Patron Saints of Nothing* – A mirror into other cultures and perspectives – focus on identity
- On-going **Curricular Review and Revision** to incorporate a more inclusive representation of texts and stories
- Participation in **Virtual Beyond Diversity** – 80 more staff and Board members had the opportunity to participate in training with Pacific Educational Group (PEG)
- **District Equity Leadership Team (DELT)** continued to meet to develop a statement and principles with which to guide on-going work

Fall 2020

Equity Statement and
Principles presented to and
approved by the School Board

Equity Guiding Principles

We believe . . . all people are worthy of human dignity and respect. Every person's authentic identity should be valued. Together, through listening, collaboration, and understanding, we can identify and eliminate barriers to racial equity. Thus, it is the role and responsibility of the entire Tredyffrin/Easttown School District, at every level, to dismantle and abolish any structure or system that unjustly discriminates against fellow members of our community.

Therefore, we commit to . . .

Recruit, hire, and support the development of a racially and culturally diverse faculty, administration, and staff

Practice inclusive, culturally responsive, and anti-racist curriculum and instruction at all grade levels

Develop and sustain anti-racist leadership among students, faculty, staff, administrators, and parents

Ensure disciplinary measures taken at all levels reflect racial equity and nondiscrimination

Eliminate systemic barriers that result in racial disparities in standardized testing, academic outcomes, and co-curricular participation at all levels

Systematically review and revise District policies and regulations that have a negative and disproportionate impact on students, staff, faculty, administrators, and community members of color

Improve communication and foster community involvement related to District racial equity initiatives

Engage stakeholders in racial equity work by establishing and sustaining authentic relationships and creating inclusive opportunities to share multiple perspectives

Examples of On-Going Work

2020-2021 School Year

- **DELT** meets regularly to receive additional training and to consider District instructional models, practices and structures through the lens of equity
- **District Goals** include a specific Equity Goal and have issues of equity threaded throughout
- **Recruitment and Hiring** of staff has included participation in job fairs specifically for candidates of color
- **District and Board Committees** have adopted specific goals related to equity
- **School Board Policy Review and Revision** through the lens of equity is on-going
- **District Equity Affiliates** completed the steps needed to become facilitators of Virtual Courageous Conversations training

Examples of On-Going Work

2020-2021 School Year

- **Building level Equity Teams** have received additional training and are meeting regularly to discuss and address various issues of equity
- **Students Organized for Anti-Racism (SOAR)** group at CHS meetings held regularly
- **Direct outreach and meetings with** families to assess needs and perspectives during the various models of pandemic instruction
- **Opportunities for staff to meet** in small groups around various aspects of equity work
- **Presentations and guest speakers** for students at all levels representing multiple perspectives related to curricular areas of study
- **Professional Development** through local and national organizations, the Chester County Intermediate Unit, Expert Consultants

Professional Development Opportunities—Winter/Spring 2021

You are invited to register for one of the two Professional Development series:

Series #1

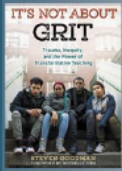
Dr. H. Bernard Hall will lead this virtual book study guiding educators through Steven Goodman's *It's Not About Grit: Trauma, Inequity, and the Power of Transformative Teaching*. Through this professional learning experience, participants will deepen their understanding of supporting our students and gain a full understanding of the mythology of "grit."

Details about the Sessions:

Limited to 50 participants

Each session will be from 1:00 PM—2:30 PM on the following Wednesday afternoons:

- 1/27/2021 (Faculty and Administrators)
- 2/10/2021 (Faculty and Administrators)
- 3/10/2021 (Faculty only)
- 3/17/2021 (Administrators only)



Every participant will receive access to an electronic copy of *It's Not About Grit*.

H. Bernard Hall, Ph.D. is Assistant Professor of Urban Teacher Education at Drexel University in the Department of Teaching, Learning, and Curriculum. His teaching and research interests include urban teacher education and development, social justice-oriented approaches to secondary English education, hip-hop pedagogy, anti-Black educational policy and practice, and

Series #2

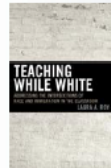
Dr. Laura Roy will discuss how to teach against racism in this engaging workshop customized for our school context. The intersections of race, immigration, gender, religion, and other identity markers are also explored.

Details about the Sessions:

Limited to 50 participants

Each session will be from 1:30 PM—3:00 PM on the following Wednesday afternoons:

- 2/10/2021
- 3/10/2021
- 4/7/2021



Every participant will receive a paperback copy of *Teaching While White*

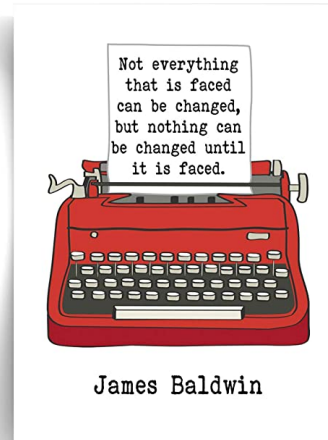
Laura A. Roy, Ph.D. is an Assistant Professor and the Chair of Education Department at La Salle University in Philadelphia. At the core of her work is a concern for, and a commitment to, social justice, equity, and an anti-racist pedagogy. Drawing from more than 20 years of experience in the field of K-12 and higher education, she offers workshops, professional development, and

Please register at the following link:

https://forms.office.com/Pages/ResponsePage.aspx?id=qxqZ1-C_6EaDFd7YfRiuY5kvaD-_5x1Ar8j7y44Z7yVUOVg1SzNUWks1R0pLUUE3TzFTRkVSVU9GOS4u

If you have any questions, please contact Dr. Wendy Towle at towlew@tesd.net

Seminar Series for Staff Members ...



Where Are We Going?

Moving Forward . . .

- Continue to provide foundational training for all faculty and staff (3 Sessions scheduled for May 18)
- Implement a family partnership plan
- Provide on-going opportunities for conversation among staff, students, and families related to practices, structures, and policies
- Continue to examine and act on student data at all levels using a lens of equity
- Continue reviewing curriculum and resources to determine enhancements to address missing narratives
- Consider how groups similar to SOAR might be established at the middle schools and what connections can be made at the elementary schools

