

NISKAYUNA STRATEGIC PLAN FOR EQUITY



MAJOR GOAL AREAS

Niskayuna Equity in Education

"This policy requires that district practices and procedures be reviewed based on the established culturally relevant criteria in order to reverse the cycle of systemic disparities that impact student success. ...The implementation of this policy is the shared responsibility of all District stakeholders."



DESIRED OUTCOMES

What is the strategic plan for equity **designed to do?**

Students who...

- Experience academic success.
- Are socio-politically conscious and socio-culturally responsive.
- Have a critical lens through which they challenge inequitable systems of access, power, and privilege.
- Understand identity, bias and culture related to themselves and others and the role that these play in education.

Faculty and staff members who...

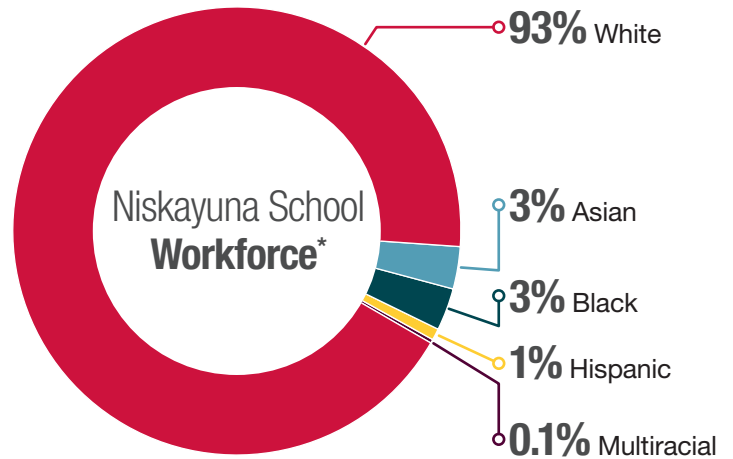
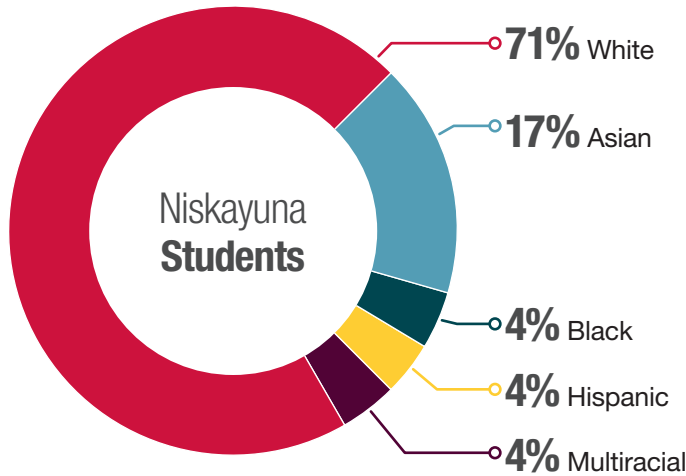
- Take responsibility for learning about students' cultures and communities and use these as a basis for learning.
- Engage in diversity/equity professional learning.
- Respond immediately and appropriately to breaches to a safe, welcoming, and supportive school environment.
- Communicate high expectations.
- Understand identity, bias and culture related to themselves and others and the role that these play in education.

A learning community that...

- Ensures that faculty and staff reflect the rich identities of our students.
- Ensures that curricular materials reflect a variety of identities and world views and prepare students to critically engage in understanding and responding to these materials.
- Ensures every individual has relevant avenues for input into strengthening our school culture.

FOCUS ON A DIVERSE WORKFORCE

Research shows that having teachers of color enhance the learning experience for all students: They are more likely to see the potential of black and brown students and serve as mentors and role models for them. Interacting with a diverse set of adults better prepares all students to be part of a diverse workforce and society.



*Includes instructional staff, support & operations staff and administrators.

EQUITY IN ACTION

What has **already** happened?

- ✓ Creation of an Office of Equity.
- ✓ Board of Education policies on Equity in Education and Anti-Racism.
- ✓ Anti-bias training built into employee recruitment and selection process.
- ✓ District calendar incorporates interfaith and cultural calendars.
- ✓ New discrimination and harassment reporting form and bias response protocols.
- ✓ New district Code of Conduct.
- ✓ Teams at each school completed Generation Ready Equity Institute.
- ✓ Regular student forums to gain insight into the experiences of students and to enable student voices to inform diversity, equity, inclusion and anti-racism work.

What is **planned** for 2021-22 and beyond?

- Professional learning for all employees (including on terminology/concepts such as identity, bias, privilege, anti-racism, white supremacy and social construct).
- Expansion of outreach to different regions, organizations, and within our own community to diversify the school district workforce.
- Learning about microaggressions (all staff and students).
- Superintendent's Conference Days will focus on equity in 2021-22.
- District book study: *Culturally Responsive Teaching and The Brain* by Zaretta Hammond.
- Training for the Board of Education and parent-teacher/booster organizations.
- Incorporate social justice standards into the curriculum.
- Broaden curriculum to be more reflective of our students' cultures and diverse perspectives on historical and current events.
- Provide restorative circle training to staff and students.
- Provide professional development on instructional practices that advance equity, inclusion, and anti-racism.