

# Pittsford Schools

Goal Statement	Timeline	Responsible
All K-5 teachers will implement classroom meetings 4 out of 6 days per cycle to create a welcoming and affirming environment.	Fall – Winter 2021-22	DSS, EC, BA.
In an effort to provide our students with culturally and linguistically relevant support, at the middle level, students will have the opportunity to participate in monthly community circles. Through this goal we expect that this support format will allow students time and space to share their diverse experiences to foster inclusivity.	Fall, 2021 – June 2022	EC, BA
The District and each building's ILT will create a process to improve and increase student voice. Each school will share their work and outcomes through: - BOE during annual building reports - PDLT - ILC - Health and Wellness	Fall 2021-June 2022	SI, EC, and BA
Invite diverse voices multiple times throughout the year to engage in respectful two way dialogue around topics that will contribute to the success and achievement of all students	Fall 2021 - ongoing	SI, EC

PCSD Equity and Inclusion Goals

<p>To utilize existing structures to gather and share accurate and complete information about our students and families (i.e. name pronunciation, pronouns, home language, etc.). This information will be available to all relevant staff prior to interacting with students and families.</p>	<p>Fall 2021 – Jan. 2023</p>	<p>CIO</p>
<p>Annually, the Data team will generate reports (to be processed through District/Building level committees and the BOE) that show measures of achievement, enrollment, discipline, attendance, and special education classification disaggregated by sub groups.</p>	<p>Fall 2021</p>	<p>CIO</p>
<p>The Human Resources Department will establish connections with 10 colleges with teacher education programs that represent our diverse student population with the end goal of increasing our hiring and retention of diverse teachers.</p>	<p>Fall 2021 – June 2022</p>	<p>ASHR</p>
<p>The PCSD will post on the District's website that we value a diverse workforce and we actively seek to recruit and retain a highly qualified and diverse staff representative of our students and families.</p>	<p>Fall 2021</p>	<p>ASHR</p>
<p>PCSD will explore options to make district communications accessible to staff in their preferred language.</p>	<p>Fall 2021-June 2022</p>	<p>SI, CIO</p>
<p>PCSD will embed professional learning opportunities within building level and district level structures for all faculty and staff that address and promote equity and inclusivity as defined in the equity policy.</p>	<p>Fall 2021 - ongoing</p>	<p>ASI, TC, EC, BA</p>
<p>Pittsford Central School District will create a media campaign, including a video montage, showing who we are. The</p>	<p>Fall 2021 – June 2022</p>	<p>DC, EC</p>

PCSD Equity and Inclusion Goals, July 2021

<p>campaign will highlight PCSD families that represent all areas on the diversity wheel. District leadership, the communications office and other resources, as needed, will create and launch the campaign.</p>		
<p>Ensure common resources used for K-12 English/Language Arts instruction represent the diversity within our student population and provide students opportunities to both see themselves, and understand the experiences of others.</p>	<p>Spring 2021 – June 2022</p>	<p>ASI, EC</p>
<p>Update the K-12 Social Studies curriculum to reflect our commitment to the NYSED Culturally Responsive-Sustaining Framework.</p>	<p>Spring 2021 – June 2023</p>	<p>ASI, EC</p>
<p>NYS SEL Benchmarks will be implemented into all new/revised curriculum moving forward.</p>	<p>Spring 2022-2025</p>	<p>ASI</p>
<p>We will examine the process for identifying students for AP classes across all subject areas and schools to identify specific barriers to equity.</p>	<p>June 2022</p>	<p>ASI, CIO, EC</p>
<p>Evaluate and recommend any necessary changes to 4th-6th grade math grouping practices. Our goal is to ensure equitable access to higher level courses in order for students to continue to have flexible access to higher level courses and to support student confidence in their perception of themselves as learners.</p>	<p>June 2022</p>	<p>ASI, EAC, BA</p>
<p>Create and implement equity analysis protocols for curricular and non- curricular learning experiences where all certificated staff and administrators have shared transparency and accountability.</p>	<p>Create 2021-22 Train and implement 2022-23</p>	<p>ASI, EC</p>

PCSD Equity and Inclusion Goals

Produce a Culturally Competent Interview Committee training video that will be shared with each interview committee.	Completed 8/2021	ASHR, DC
Develop and launch a publicity campaign with information about how to request ASL interpreters for District meetings and how to access the District website in over 100 languages.	August – September 2021	DC

KEY for Persons Responsible

- SI – Superintendent
- ASI – Assistant Superintendent for Instruction
- ASHR – Assistant Superintendent for Human Resources
- CIO – Chief Information Officer
- DSS – Director of Student Services
- DC – Director of Communication
- EC – Equity Coordinator
- BA – Building Administrators
- TC – Teachers Center