

New Paltz Central School District

Racial Equity Action Plan

Presented to the Board of Education

November 14, 2018

Maria C. Rice, Superintendent

Michelle Martoni, Deputy Superintendent

Needs Statement

The New Paltz Central School District is committed to the children of the community. Our Mission is clear and articulates an understanding of the whole child and the necessity to address both academic and social learning. We understand that our students, as human beings, are social and collective in nature and learn best when this uniquely human characteristic is honored. Therefore, we are dedicated to creating an environment that supports and respects all students—a culturally proficient environment. To this end, the New Paltz Central School District is embarking on a social justice journey.

Smart Goals: By June 30, 2021...

Data culled from building discipline logs will demonstrate that all staff and students are proficient in identifying (naming) acts of racism, including micro-aggressions, and that all staff and students are proficient in consistently applying the consequences and corrective actions which result in a change in the racist behavior.

Action Steps:

- **2017 – 2018 Implemented a Racial Equity/Bullying Log of incidents per building**
- **Professional Development for faculty in identifying micro-aggressions and engaging in discussions about race**
- **Student intervention focused on Bias Awareness, Micro-aggressions, and Anti-bullying (HS and MS)**
- **NPCSD Equity Report Card 2018 measured data related to suspension rates**
 - **2016 – 2017 data indicated no statistically significant difference based on race**

Smart Goals Continued

Data culled from developmentally appropriate building surveys administered to all students demonstrate that students of color feel physically and emotionally safe in school, included in the social fabric, and note specific examples of how they see themselves in all aspects of the school environment. (Priority will be given to High School students and staff.)

Action Steps:

- **Administered in Fall 2018 to students Grades 3 - 12**
- **Analysis of the data is in process**

Smart Goals Continued

Data culled from surveys administered to all staff demonstrate that all staff continue to move to greater levels of cultural competency as defined by the “Cultural Proficiency Continuum.”

Action Steps:

- **Participants in Cultural Proficiency Cohorts engage in personal reflections based on the “Continuum of Cultural Proficiency”**
- **Participants reflect on cultural proficiency of institution**
- **Ongoing**

Smart Goals Continued

Opportunities for parent and community input are implemented including, but not limited to, presentations at Board of Education meetings and a dedicated page on the district's website.

Action Steps:

- **Dedicated Racial Equity Page on the NPCSD Home Page under Quick Links**
- **Overview of Racial Equity Action Plan and progress toward goals: BOE presentation 11/14/2018**
- **Equity Report Card Presentation 01/09/2019 BOE Meeting**

Smart Goals Continued

A Comprehensive Professional Development program which is targeted, monitored, and evaluated on an ongoing basis. Changes to the plan will be made based on data and addresses: Cultural competence at the individual, building and district level by addressing individual biases and Institutional Racism,

Continuous cycle of focus on racial equity and cultural proficiency that continues to build leader, teacher, and staff capacity

Action Steps:

- **Cultural Proficiency Training**
 - **Pilot cohort completed one year of training**
 - **Based on evaluation/feedback data: Framework for Cohorts 2 and 3 were refined**
 - **Cohort 2 completed during the summer of 2018**
 - **Cohort 3 ongoing in fall 2018**
 - **Pilot Cohort continuing updates in training**
 - **Updates for Cohorts 2 and 3 to follow**
 - **Cohort 4 and 5 scheduled for the summer of 2019, and Cohort 6 scheduled for 2019 – 2020 school year**

Smart Goals Continued

- **Bias Awareness for all new employees (3 sessions for 2018 -2019)**
- **Micro-aggressions, anti-bullying, intervention or Middle and High School Students**
- **Professional Development on Micro-aggressions at Faculty Meetings 2017- 2018 and Superintendent's Conference Days in 2018 - 2019**
- **Book study for Secondary and Elementary teachers, *White Fragility***

Smart Goals Continued

Racial Equity Curriculum Development and Related Instructional Practices.

An articulated Racial Equity Curriculum will be implemented in Grades K - 12.

Action Steps:

- **Curriculum development is ongoing**
- **Scopes and sequences for Grades K – 12 have been developed including essential questions, guiding questions, and resources**
- **Southern Poverty Law Center: Teaching Tolerance source of developmental guidelines**

Smart Goals Continued

100% of teaching and administrative staff will implement instructional practices that are engaging and congruent with the district's racial equity philosophy and its Core Intelligence.

Action Steps:

- **Fall 2018: Initial Grade Level/Department share of Racial Equity Curriculum Draft and progress thus far**
- **Equity Report Card achievement outcomes and Draft Corrective Action Plans**
- **ENL Program: Equal is not equitable—possible future inclusion in Equity Report Card**

Smart Goals Continued

100% of students understand critical racial equity concepts as demonstrated by research-based assessment tools.

Action Steps:

- **Assessments to be embedded in curriculum**
- **Draft curriculum with assessments for implementation in 2019 – 2020 school year**

Smart Goals Continued

100% of staff will demonstrate a culturally proficient disposition as evidenced by research-based assessment tools.

Action Steps:

- **Embedded in Cultural Proficiency Training**

Smart Goals Continued

The disproportionality between the demographic composition of NPCSD students and the demographic composition of NPCSD certificated staff will decrease.

Action Steps:

- **Interview participation changes**
- **Questions/writing sample focused on social justice**
- **Anti-bias interviewing practices video**