



EQUITY AND DIVERSITY

MNSD Equity Task Force



Student Voice

Opportunity to Learn

Social-Emotional
Engagement

Class

Implicit Bias

LGBTQ

Ethnicity

Race

Prejudice

Gender

Inclusion

Instructional
Excellence

Blindspot

Stereotypes

White Privilege

Justice

PURPOSE AND MISSION

The mission of the Marple Newtown School District Equity Task Force is to foster inclusivity, promote equity for marginalized groups, and to facilitate a culture where diversity, equity and inclusion are respected and intentionally valued.

WE ENVISION A DISTRICT WHERE:

- All community members are visible, valued and heard.
- All students are celebrated.
- All students are provided the opportunity to achieve at high levels.
- The district and community work collaboratively to move issues of race and equity forward.
- All faculty members reflect on their critical roles in creating an inclusive culture.
- Our curriculum represents a wide variety of diversity.

BUILDING LEVEL EQUITY AND DIVERSITY COMMITTEES

- **Complete an Internal Audit**
 - Evaluate Child Study Process
 - Evaluate Student Assistance Program
 - Evaluate Curriculum and Offerings
 - Survey Students, Staff and Parents
- **Areas of Greatest Concern**
- **Book Study: Culturize by Jimmy Casas**
 - Positive School Culture
 - Champion all Students/Expect Excellence/School Pride/Hope
- **Student Representation**
- **Building Representation on the District Committee**

GOALS

Examine
Curriculum
and
Academic
Opportunities

Design
Professional
Development
based on
identified
needs

Form a Interest
Group

Pulse on
Community
Concerns



PARTNERSHIPS

DELAWARE VALLEY CONSORTIUM FOR EXCELLENCE AND EQUITY

The University of Pennsylvania

Provide guidance on how to ...

structure meetings

develop direction & goals

increase communications

engage the community

design professional development



Inter-District Equity Steering Committee

Strategically plan for county-wide programming and support services

Access professional development tools

Facilitate focus groups to complete identified goals/deliverables

Establish agency partnerships

Guide the work of the Student Forum

Delaware County Student Forum

The Delaware County Student Forum will include 11th and 12th grade delegates from each district. Through dialogue, research, and action team planning, we aspire to increase student agency and collaboration on social justice issues

Delaware County Intermediate Unit





Students will have the opportunity to ...

Receive mentorship from social justice leaders and researchers

Interact with students from different high schools across the county

Connect with agency partners and community leaders

Lead community events

District Personnel

It is essential that the district establishes an expectation that diversity of students, families and community members (specifically those who feel ignored, marginalized, and discriminated against) are heard and included on substantive school and district issues.

As a district, we must advocate and advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of all students in our care by remaining engaged and informed.

Professional Learning

Through continuous professional development and opportunities for honest dialogue and listen sessions, the district hopes to build partnerships in the community focused on overcoming racism and other barriers.

Equity Action Plan

The district acknowledges that we need to examine our school policies and practices through an anti-racist and equity lens to address traces of racism and inequality that still exists within our own school community.

DISTRICT PERSONNEL

- ✓ The Director of Pupil Services has been named to oversee and coordinate all efforts around the topic of equity
- ✓ A District Equity and Diversity Committee has been formed
- ✓ A mission statement has been written to guide the work of the Equity and Diversity Committee
- ✓ All efforts related to the topic of equity and diversity will include a variety of stakeholders
- ✓ Expansion of students, alumni, and parent involvement are welcome.

PROFESSIONAL LEARNING

- ✓ MNSD has partnered with the University of Pennsylvania and their Consortia on Equity and Excellence. (Access to a recommended consultant)
- ✓ Evidenced-based professional learning from nationally-recognized scholars and practitioners
- ✓ Innovative strategies for addressing district-school organizational and instructional issues and student underachievement
- ✓ Leadership learning opportunities for middle and high school students of color
- ✓ Enhanced recruitment of administrators and teachers of color
- ✓ Support in the development and implementation of equity-informed district strategic plans
- ✓ Actively collaboration with other consortium districts to examine policies and share promising practices

EQUITY ACTION PLAN

✓ The Committee will follow the seven steps identified by the Pennsylvania School Board Association (PSBA) in their equity plan, and modify where necessary, to best meet the needs of our District.

Each of these steps will include and affirm the voices of students, families, and communities.

1. Identify and understand our district's demographics
2. Analyze the data
3. Define equity for our district and community
4. Embed educational equity training into all levels of professional development for administration, staff, and the Board
5. Pursue and practice cultural awareness and competence
6. Analyze policies and practices with an equity lens
7. Develop an action plan and policy to incorporate equity into our District structure

NEXT STEPS

- ✓ Develop Building Equity and Diversity Teams
- ✓ Create Interest Group to include students and community members

Begin to focus on specific areas to address based on feedback

