

# Haddonfield School District Strategic Plan

Cultural Competency

*We will inspire learners to advance their understanding of our interconnectedness in order to engage meaningfully and respectfully with people of diverse identities, experiences, and points of view.*

# 5 Recommended Areas of Focus

- Staff Professional Development
- Communication and Sharing of the Work
- Curriculum
- Community Outreach
- Policy and Practice

## Staff Professional Development

N.B. The volume of work required to become QSAC Compliant will consume most of the school year's PD.

- Continue work on both building and district level
  - Include all staff including coaches and advisors who are not teaching staff
  - Ongoing Training -- Incentive for staff to participate in Rowan Equity Sessions
  - District and Building wide PD
- Leadership Team Professional Development
    - Bi-monthly Meetings with Center for Access, Success & Equity (CASE) facilitator – Shelly Zion
    - Book Study – *White Kids* – Margaret Hagerman
  - Intercultural Development Inventory
    - Inventory will be taken by leadership team and BOE
    - Use results analysis as units – not individuals
  - Building Level Implicit Bias Inventories
  - CASE will provide facilitators to support professional development:
    - Sessions with Coaches and Advisors
    - District Wide PD
    - Three Days of Curriculum Work
  - CASE Will Provide:
    - Video Conference PD (Real Talk Series)
    - Three Day Training Sessions for Staff in the Spring at Rowan

## Communication and Sharing of the Work

- Continue to highlight positive steps already in place
- Ensure transparent awareness of actions and measurable progress
- Positive Displays and Messages
  - Stairway messages
  - Bathroom messages
  - Rotating Posters
- Share information at PTA Meetings
- Communication between building levels

### Elementary Schools

- Community Partners for Equity and Inclusion – Parent Group
- Movie Night - TBA

### Middle School

- Parent University: LGBTQ/Intersectionality with GLSEN and Evening Workshops/Conferences
- Advisory Focus: 5x throughout the year with an inclusive agenda
- Diplomats for Diversity: Implicit Bias Training

### High School

- PTA presentation on HD efforts/activities
- Sharing HD lessons with parents
- Peer Bias Bulletin Board
- Peer Bias Twitter Account

### District

- Develop a Cultural Competency/Equity Web Page
- Updates on Strategic Plan Goals at BOE Meetings
- Sharing Events and Activities on Social Media

## Curriculum

- Audit Literature and textbooks
- Emphasis on Holocaust, Amistad, and LGBTQ mandated curriculum
- Incorporate cultural and diverse content across all subject areas

### Elementary Schools

- One School/One Book - *A Boy Called Bat*
- Trimester Equity Lessons
- Continue to honor dedicated months/holidays
  - Celebration of Diverse history and celebrations
  - Parents and community members invited to share
- Assemblies to honor Equity - TBA
- Harlem Renaissance Artist Study - Romare Bearden
- Continue with Pen Pals Programs
- Red Trunk Project

### High School

- Quarterly Equity Lessons
- Freshman Orientation Push in By Peer Bias Club
- Collaborative work with other highs schools
  - Fine Arts
  - Community Projects

### Middle School

- One School/One Book – *Refugee*
- Honor dedicated months
  - National STOMP out Bullying
  - MLK Day of Service
  - NCTE African American Month Read-in
  - Women’s History Month Read-in
- Continue with Pen Pals Programs

### District

- Curriculum Audits
- Integration of:
  - Holocaust
  - Amistad
  - LGBTQI
- Shared Curriculum Maps to document content

## Community Outreach

- Continued support of the student based bias groups
- Establish across schools (districts) collaborative events
- Diversity/Equity Day
- Community book club on diversity, cultural competence, and bias recognition
- Human Relations Commission-Peer Bias community event/discussion

### Elementary Schools

- Student Voice Projects
- Continue to honor dedicated months/holidays
  - Celebration of Diverse history and celebrations
  - Parents and community members invited to share

### Middle School

- Diplomats for Diversity
- NJDOE Equity for All Conference
- Data Day: Equity for All Symposium
- Paws for Peace - student club
- Collaborative work with community organizations
- Wellness Day

### High School

- Peer Bias Club – Push into Freshmen Orientation
- No Place for Hate
- World Showcase Day
- Student/Staff Participation in Equity for Educators
- Potential Diversity Conference
- Collaborative work with other high schools
  - Fine Arts
  - Community Projects

### District

- District Newsletters
- Cultural Competency/Equity Web Page

## Policy and Practice

- Comprehensive Equity Plan
  - Review relevant policies and ensure our practice is in line with them
  - Analysis of subgroups with in the district and look for trends concerning access and equity
  - Conduct a district and school-based needs assessment to evaluate practices aligned with policy
  - Develop school-based equity councils (district collaborative)
- Comprehensive Equity Plan
    - Conduct a district and school-based needs assessment to evaluate practices aligned with policy
    - Analysis of subgroups with in the district and look for trends concerning access and equity
  - Analysis of district based trends concerning access and equity (AP rosters, NHS, Peer Leaders, Discipline, Special Education, Extra-Curricular involvement, Failing grades [D or below], Gifted and Talented eligibility/enrollment (as available: nurse visitation, counseling mandates/attendance, students in crisis) – *continuing action*
  - Development of Building Level Equity Councils
    - Focus on understanding the experiences and perceptions of faculty and staff
    - Developing common knowledge base
    - Providing feedback and guidance to leadership team