



ADDRESSING EQUITY & INCLUSION: Current Efforts and Next Steps

OUR COMMITMENT

RTMSD strives to make every student feel welcome, dignified, respected, and heard. Our work of fighting racism and ensuring equitable opportunities for our students is part of our core mission—and the work is ongoing.

As reflected in **RTMSD's Strategic Plan (Goal 3)**, we are committed to examining curriculum, structures, processes, and biases so that RTMSD's educational program reflects the values of respect for diversity and inclusion. We are committed to continuing our work and our conversations with our families, our students, and our community. We must meet our obligation to create an educational environment of belongingness, compassion, and respect for all our students and families.

In addition to our ongoing work addressing equity and inclusion, we would like to share highlights of some of the work we began last year and continue to focus on and implement.

GOAL 3 EQUITY & ACCESS FOR ALL

Equity & Access for ALL

TRUST

RESPECT

VOICE

INCLUSIVENESS

ENGAGEMENT

BELONGINGNESS

Objectives

- Ensure all students have equitable access to programs in our schools.
- Encourage and support culturally responsive teaching.
- Ensure that beliefs, mindset and practices are grounded in principles of equity.
- Sustain a healthy, respectful, caring, safe and inviting learning environment to foster a sense of belongingness for all students.

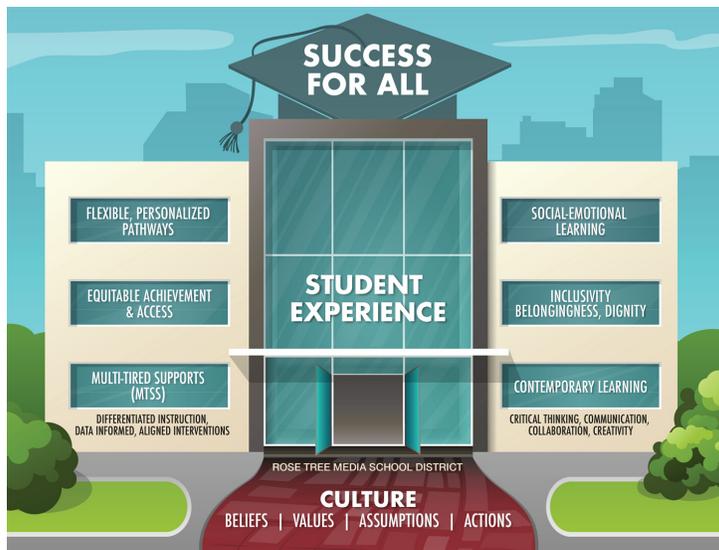
Major Strategies

- Provide staff with professional development to increase awareness and offer strategies to promote equity and inclusion for all students.
- Full implement a Multi-tiered System of Support model K-12.
- Engage staff and community in supporting district and building-wide equity work.

2019-20 DISTRICT-WIDE ACTIONS

Staff Training:

- 25-30 staff members participated in the District Equity Team Leadership Training through the Equity Literacy Institute.
- Workshop focused on bias after completing the Safe Schools training on Implicit Bias and the Implicit Associative Test (IAT).
- New staff participated in equity training during August in-service.
- RTM staff and students attended (DVCEE) Delaware Valley Consortium for Excellence and Equality Workshops:
 - DVCEE Middle & High School Student Leadership Institutes
 - DVCEE Promising Practices Symposium: Showcasing What's Working in Our Schools
 - Schools Where All Students Thrive: How Youth Participatory Action Research (YPAR) Fosters Educational Equity
 - Recruitment and Retention of Educators of Color in Our Schools
 - I See You and You Matter: Culturally Responsive Practices for Educators, with Shauna King
 - Student Resilience Realized: Building Extraordinary Brains
- Staff members attended online Penn GSE Ed Tech Week, which included a virtual workshop on social/emotional learning and building an equitable educational system.
- Building-wide equity teams provided turnaround training for staff.
- RTMSD Flex Professional Development Workshops were created and held: Increasing Equitable Instructional Resources and Equity During Flexible Learning.



Family Partnerships:

- The Family Alliance for Respect and Equity (F.A.R.E.), Media Elementary's parent-school partnership group, marked its fifth year. Serving as the model, parent-school partnership groups have been established at all other schools this year.

Students:

- Students were given a Sense of Belongingness Survey to analyze and evaluate the school climate.

FUTURE ACTION FOR 2020-21

The Rose Tree Media School District will continue:

- Working with the Equity Literacy Institute and will develop a mission statement against racism and for equity.
- Supporting parent-group partnerships at each school and strengthening activities of antiracism, respect for all, and equitable opportunity.
- Building student voice to inform antiracism and equity work from the student perspective.
- Having staff participate in professional development focused on raising awareness of racism and bias, along with continuing to analyze systems, processes, and policies that create inequalities of opportunity among our students.

Schools:

- The Springton Lake Middle School Equity Team will read *Stamped: Racism, Antiracism, and You*, with a discussion group to follow.
- SLMS will continue to develop lessons for advisory with a focus on equity, understanding, and respect for self and others.
- "Four Books/One Penncrest" will serve as a community-wide reading event aimed at discussing racism embedded within our society.
- Elementary schools will continue the work of the equity teams, including additional professional development with the Equity Literacy Institute.
- Elementary schools will implement guidance lessons using a social-emotional-ethical framework that supports the teaching of compassion, respect, and kindness.

Students:

- Teams will develop activities supporting antiracism through student voice.
- Maintain a system of liaison coordinators in the middle and high schools to support opportunities for students of all races to share their experiences.

ACTION FOR FAMILIES

- Join a RTMSD Parent Diversity Group: <https://www.surveymonkey.com/r/D636T3R>
- Continue speaking with your children about current events and racism, as well as the importance of respect, and inclusion for all.