

Anti-Bias Task Force Implementation Plan



May 29, 2024

Objective:

**Implement recommendations
from the Anti-Bias task force**

Divide work across five subgroups:

- 1. Student experience**
- 2. Code of Conduct and DASA**
- 3. Curriculum**
- 4. Recruitment, hiring, and professional development**
- 5. Community partnership**

Student Experience

Existing student-led practices

- Support various affinity groups, while also bringing together students whose communities have different compositions to broaden student experience
 - 14 affinity groups
 - >75 student created and led co-curricular clubs and groups
- Foster student agency, encourage students to take ownership of their education by elevating student choice through inquiry-based and project-based learning
- Encourage student voice in the development, evaluation, and implementation of curriculum and assessments
 - Student Government Curriculum Committee
 - Advisory Leaders Club - Advisory Lessons
 - Peer Educators - No Place for Hate Lessons
- Build community through grade level and school-wide events like Junior Day, Pep Rally/Homecoming Carnival, and multicultural events
- Broaden student thoughts and perspectives through unique programming
 - Future Proofing Our Children (AI) - Po-Shen Loh

Student Experience

Implementation goals

- Create data collecting opportunities to understand the lived experience of our students as it relates to inclusion and belonging
 - Student Focus Groups
- Improve student connection with others and the curriculum by increasing opportunities for discussions and activities that bolster their sense of belonging and community
 - Advisory
 - Syosset U.N.I.T.E
 - Health Curriculum
 - Curriculum mapping (See curriculum goals)
 - Assemblies
- Foster empathetic, welcoming, and affirming environment across all areas through faculty and staff professional development that build students' trust in adults

Code of Conduct/DASA

Existing practices

- **Code of Conduct**
 - Developed to create a sense a belonging through restorative approach to student accountability and discipline
- **P.R.I.D.E.**
 - Patience, Respect, Integrity, Dignity, and Empathy
- **Dignity for All Students Act (DASA)**
 - Reporting tools are accessible on the District website
 - Provide training to DASA coordinators
 - Made role more visible so that students know how to file a report

Code of Conduct/DASA

Implementation goals

- **Enhancements to Code of Conduct**
 - User-friendly Code of Conduct
 - Translate documents into additional languages
 - Develop grade-appropriate, abridged student handbook
 - Create FAQs for common questions
 - More educational opportunities for families about how the Code of Conduct works
- **DASA Training and Reporting**
 - Provide additional, ongoing training for DASA coordinators and staff
 - Ensure DASA reporting tools are accessible

Code of Conduct/DASA

Cell Phone usage

- **Cell Phones in Schools**
 - Elementary students are asked to keep their cell phones in their backpacks
 - Secondary students at the middle school level adhere to “off and away during the day” policy, but students are allowed to use their cell phones during lunch/recess
 - Teachers at the secondary level encourage students to place their phones in a phone caddy at the front of the class where appropriate.

Curriculum

Existing practices

- **Cultural Competency**
 - **Elementary**
 - Social workers springboard SEL lessons for classrooms
 - Grade-Level restorative conversations
 - No Place for Hate
 - Diversified Elementary text offerings through TC Library
 - Faculty Professional Development
 - *Embedding Culturally Responsive Mentor Texts in our Classrooms*
 - *Using Literature to Introduce Tolerance*
 - **Secondary**
 - Multicultural & unity events stand alone and embedded
 - Advisory
 - Grounded in NYS SEL Benchmarks
 - CSRE Framework
 - No Place for Hate
 - Facing History and Ourselves
 - Communities of Care and Critical Conversations
 - Holocaust Remembrance Day programming
 - High School Book Day
 - Iftar hosted by Muslim Student Association

Curriculum

Existing practices

- **Social Media**
 - **Elementary**
 - Library media (online and social media safety)
 - Outside speakers - Stop and Send program through DA's office (5th grade)
 - **Secondary**
 - Digital/Media Fluency lessons integrated into Health, Wellness, Advisory and Library curriculum
 - Common Sense Media & Digital Literacy
 - SUNY Stony Brook School of Journalism and News Literacy (*Principles of News Analysis & News Awareness and Engagement*)
 - "Fighting Hate in Social Media and Gaming" student conference

Curriculum

Implementation goals

- **Cultural Competency**
 - Elevate student voice through systematic curriculum evaluation to ensure:
 - Opportunities for all students to see and discover themselves within and across the curricula
 - Fostering the skills necessary to navigate conversations with-in diverse spaces without causing harm
 - Promote constructive curiosity - confidence to ask the right question and be curious about those who are different
- **Social Media**
 - Foster and develop deep critical analysis skills by integrating age-appropriate digital and media fluency curriculum that teaches the profound impact of social media on society and the collective well-being

Recruitment, Hiring, and Professional Development

Existing practices

- The district actively recruits and hires a highly-qualified staff through various strategies, including:
 - A diverse recruitment team
 - Online hiring platforms, such as LinkedIn and Indeed
 - Partnerships with affinity groups and educational institutions that have diverse student populations
- The district also provides professional development on a range of topics including examining unconscious bias, addressing student misconduct, and cultivating belonging

Recruitment, Hiring, and Professional Development

Implementation Goals

- Examine and refine the district's recruitment and hiring process
- Professional Development
 - Enhance efforts to address unconscious bias through professional training
- Orient new faculty to the Syosset way
 - Deep commitment to foster a welcoming and affirming environment for all students
 - Adhere to the highest standards of professionalism
 - Ensure a sense of belonging among faculty and staff
- Evaluation and Accountability
 - Proactively evaluate and address faculty and staff who do not perform to the district's standard

Community Partnership

Existing practices

- Year-round religious and cultural holiday observances districtwide
- PTSA Multicultural Luncheon/Expos for students and faculty
- PTA Cultural Unity Committee recognized with "Jan Harp Domene Award"
- PTSA Curriculum Committee
- District documents translated into five languages and partnership with translation services to better communicate with families
- Creation of inclusive calendar - first district to add additional holidays (4)

Community Partnership

Implementation Goals

- **Families**
 - Partner with PTA to create initiatives around bringing families together, such as a quarterly community newsletter and districtwide cookbook around food, “Taste of Syosset”
 - Develop parent workshops on topics such as understanding DASA, cultural engagement, avoiding identity-based hate, etc.
 - Create orientation for families entering the district to teach about the Syosset culture of care
- **Marketing/Branding**
 - Promote, publicize, and reinforce school district's inclusivity goals

Establish Steering Committee

Membership
Central Office Leadership
Building-level Leadership
Teacher Leadership
Support Staff Leadership

Thank you!