

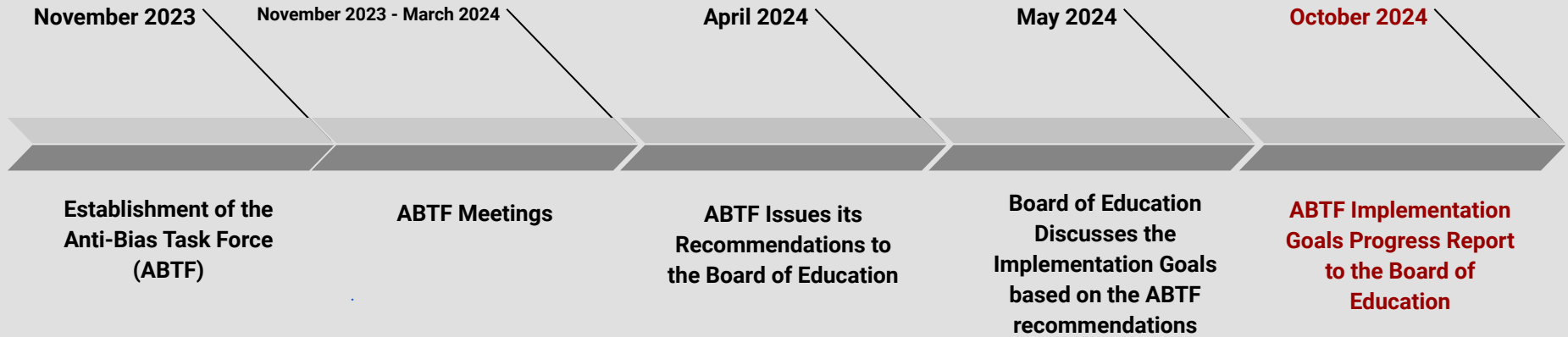
Anti-Bias Task Force Implementation Plan Progress Update

Since [May 29th](#)



October 15th, 2024

Anti-Bias Task Force Implementation Progress



Divide work across five subgroups:

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

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

Student Experience Goals Progress

Data Collection	Improved Student Connections	Promote an affirming environment in our schools that foster belonging
<ul style="list-style-type: none">• Superintendent Student Cabinet (K-12)• Monthly Student Government Meeting with Principals• Reviewing Tools for collecting data about the student experience	<ul style="list-style-type: none">• Evaluating peer to peer groups to foster greater relationships across all secondary schools.<ul style="list-style-type: none">○ Multicultural○ U.N.I.T.E• Shared Decision-Making Committees include middle school students• 8th grade visits to the high school• No Place for Hate - All Schools	<ul style="list-style-type: none">• August 2024 Superintendent's Conference Days of Professional Learning for Faculty and Staff<ul style="list-style-type: none">○ Partnered with Innovative Designs for Education (IDE) with a focus on creating welcoming and affirming environments, implicit bias, courageous conversations• Nassau BOCES EIB provide ongoing faculty resources to promote belonging in schools

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 Goals Progress

Enhancements to Code of Conduct and DASA forms

Plain language Code of Conduct:

<https://www.syosetschools.org/domain/286>

All schools reviewed the Code of Conduct with their students at the start of the school year

- Kick-off assemblies at elementary
- Administration classroom presentations at middle schools
- Social Studies lessons at the high school

DASA Training and Reporting

DASA Reporting Forms (in 5 languages):

<https://www.syosetschools.org/domain/133>

- Additional translations forthcoming

All staff are DASA trained during the annual Superintendent's Conference Days in August

Curriculum

Implementation goals

Cultural Competency

Elevate student voice and choice through ongoing systematic curriculum evaluation to ensure opportunities for all students to see and discover themselves within and across the curricula while fostering the skills necessary to demystify the "other" and engage in conflict without causing harm.

Social Media

Foster and develop deep critical analysis skills by integrating age-appropriate digital and media fluency curriculum that allows students to understand and navigate the profound impact of social media on society and the collective well-being.

Curriculum Goals Progress

Cultural Competency

Summer 2024 Curriculum Projects evaluated and strengthened the K-12 curriculum that teach the skills to ensure all students feel welcomed and affirmed in their school environments

High school

- Civil discourse, community building, leadership, critical thinking, digital and media fluency
 - 9th grade social studies
 - Peer Leadership
 - Civic Readiness
 - Sports Management
 - Library (Sunny Stony Brook Center for News Literacy)

Middle School

- Self-Awareness, Self-Management, Social Awareness, Relationship Skills, and Responsible Decision Making
 - Advisory

Elementary

- Empathy, understanding, respect, and perspective taking
 - World Language FLEX (Foreign Language Exploratory Program)
 - Fine & Performing Arts
 - Non-western Choral Literature

Curriculum Goals Progress

Social Media

Secondary

- Digital and Media Fluency Curriculum (Library)
 - SUNY Stony Brook Center for News Literacy
- Character Matters Assembly
 - ABC's of Representing Yourself
 - Social Media Awareness
 - Your Code of Character
- Tech-Free Tuesday

Elementary

- Digital and Media Fluency Curriculum (Library)
- Don't Press Send Assembly
 - Digital Citizenship

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

Recruitment, Hiring, and Professional Development Goals Progress

Professional Development	Refine recruitment and hiring	Orient new faculty to the Syosset way	Evaluation and Accountability
<p>2024 Superintendent Conference Day</p> <p>IDE - Innovative Designs for Educators</p> <ul style="list-style-type: none">-Implicit Bias-Difficult Conversations <p>Nassau BOCES EIB</p>	<p>Prioritize reaching and attracting a large, diverse talent pool.</p>	<p>Interviews and Onboarding</p> <p>New Teacher Orientation</p> <p>Comprehensive Mentoring Program</p>	<p>All staff are systematically evaluated according to the District's approved APPR plan</p>

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

Community Partnership Goals Progress

Families	Marketing/Branding
<p>Parent Workshops - building specific and working on creating parent evening focusing on learning more about curriculum and social emotional supports</p> <p>Continue to partner with the PTA's Cultural Unity Committee -Newcomer welcome</p> <p>Multicultural events and activities</p> <p>PTA Partnership: presentations; reflections participation, curriculum enrichment</p>	<p><u>An Anti-Bias Task Force page on the website</u></p> <p>Revamping the district website</p> <p>Board of Educations discussion of a Portrait of a Graduate</p>

Thank you!