



Granby Public Schools

Anti-Bias and Anti-Racism Action Plan

2021-2022

(Draft for May 25, 2022 Review)

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Heather Tanis, Assistant Principal, Granby Memorial Middle School
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Colleen Bava, Principal, Kelly Lane Primary School
Anna M. Robbins, Business Manager
Jon Lambert, Director of Technology
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Granby Public Schools Equity Team 2021-22

Steering Committee:

Pauline Greer, Wells Road Principal
Kerry Lord, Partners for Educational Leadership
Patrice Nelson, Partners for Educational Leadership
Jennifer M. Parsons, Assistant Superintendent
Jacky Paton, GMHS Science Department Chair

Membership:

Colleen Bava, Kelly Lane Principal
Kim Bressemer, GMHS Psychologist
Alicia Budney, Wells Road Teacher
Mike Dunn, GMHS Principal
Rebekah Goldberg, Kelly Lane Teacher
TJ Green, GMHS Student
Jordan E. Grossman, Ed.D., Superintendent
Bethany Grupp, Family Engagement Specialist
Lynn Guelzow, Community Member
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Clark Pfaff, Community Member
Raquel Porter, Parent
Karen Richmond-Godard, GMHS Teacher
Laurie Smith, Wells Road Library Media Specialist
Jenna Stone, Kelly Lane Teacher
Heather Tanis, Assistant Principal, Granby Memorial Middle School
Cathy Watso, Community Member

Granby Equity Team's Action Plan to Support Anti-Bias and Anti-Racism

Granby Public Schools' Equity Statement:

Equity in the Granby Public Schools involves developing and implementing practices to ensure that student outcomes are not predicted by race, religion, ethnicity, socioeconomic status, gender, gender identity, or sexual orientation, and removing barriers to meet the needs of students of all abilities and backgrounds so that all students can achieve at high levels and meet their personal goals; thereby realizing the district vision for all students to become resourceful learners, effective communicators, and positive contributors.

Granby Equity Team Mission:

The Granby Equity Team will lead the district in creating and holding all stakeholders accountable for an Anti-Bias Anti-Racism action plan that increases consciousness, responsiveness, and advocacy around vital race and equity issues.



Key Networks -

<p>Granby Equity Team (GET) Steering Committee: The Steering Committee for 2021-22 will consist of Jennifer Parsons (Assistant Superintendent), Pauline Greer (Principal, Wells Road Intermediate School), and Jacky Paton (Science Teacher Granby Memorial High School). The purpose of this team will be to keep the momentum going around this important work and develop a cohesive and systemic approach. This committee will plan GET meetings in conjunction with the Partners for Educational Leadership (PEL) and develop a progression and throughline for the larger team's experiences.</p>				
<p>Granby Equity Team (GET): The Granby Equity Team should have 2-3 teacher representatives from each building in addition to an administrator, students (6-12) and parents. Currently additional representation from GMMS is needed. Parent representatives from all resident towns will be invited. The commitment will be to attend monthly evening meetings that are two hours in length and come prepared to fully participate and contribute to the team. The membership will be expected to bring back and help lead the work of the GET in their buildings or with their constituent groups. Within meetings the GET will create and oversee the Anti-Bias Anti-Racism Action Plan, monitor and measure the work, participate in experiential learning to develop consciousness, and establish a common language for talking about equity and race issues.</p>				
<p>Board of Education Initiatives: The Board of Education (BOE) representative will report out to the full BOE on the work of the GET and coordinate with key members of the BOE that would like to pursue additional experiences. BOE members will participate in consciousness building activities.</p>	<p>Parent or Community Forums: The parents and community members on the GET belong to additional networks in which they will share and report out on the work of the Granby Public Schools, promote collaborations and gather feedback.</p>	<p>Student Leadership Groups: The students involved on GET will collaborate with their student leadership groups and meet with advisors to plan for student based awareness activities.</p>	<p>School Based Staff: The school based GET members will collaborate with their school based leadership teams to embed the work of the GET in school level planning. All staff will participate in ongoing professional learning with the PEL.</p>	<p>Administrative Community of Practice (COP): The administrative team will work with the PEL four times over the course of the year to develop leadership skills related to equitable experiences for all learners.</p>

Actions to Build Consciousness:

“Increase awareness and understanding of faculty, staff, and students on the impact of racism, bias, and marginalization on student experiences and outcomes.”

Actions	Target Audience	Responsible	Timeline
Embed conscious building activities such as “Experiences to Explore Equity” (E3’s) along with work to develop common vocabulary into GET meetings that GET members can then take back to their networks.	GET members	PEL Consultants	10/27/21 1/26/22 3/30/22
Develop and deliver two professional learning experiences for staff that increases their consciousness around cultural proficiency and helps uncover bias in teaching practices & routines.	Staff	PEL Consultants	10/12/21 11/2/21
Provide ongoing updates to the Board of Education (BOE) in regards to GET work in order to obtain support for resources and continued funding.	BOE	Assistant Superintendent BOE Representative	bimonthly
Create a webpage with book lists and resources addressing equity, racism, and bias.	All	Assistant Superintendent	Summer 2022
Stay abreast of work happening locally and at a state level.	All	GET Members - Standing agenda item	ongoing
Hold network conversations to spread the work of the Granby Equity Team to the larger community.	All	GET Members	Following each GET meeting
Invite an author or speaker into the district for a community conversation.	Community Staff	Committee (GET)	HOLD Late Winter 2022

Add a section/article on a district wide equity focus to existing monthly school level communications for families. Develop district themes for the year or by month to provide a throughline.	Families	Administrators	Trial in 2022, have calendar of topics for 2022-23
Consciousness Measurement Ideas: Track participation in and feedback from E3's teachers, students, networks Surveys around attitudes of student, faculty and staff			
Actions to Build Responsiveness: "Increase capacity of school and district leaders to actively lead for equitable opportunities, experiences, and outcomes for students, in particular addressing the abilities and mindsets necessary to implement equity-focused classroom practices."			
Actions	Target Audience	Responsible	Timeline
Conduct ongoing data review to inform key district-wide systems such as identification for student supports and programming. Analyzing discipline rates, academic achievement, and survey data to identify trends and achievement and opportunity gaps.	Administrators	PEL Consultants	November 2021 April 2022
Establish protected time and space for regular equity based discussions (morning circles, advisory, etc...) and build teacher tool boxes for approaching conversations. (Example is within Success course)	Teachers Students	Administrators Teachers	Ongoing, establish in Fall 2021
Gather and develop assured learning experiences for each grade or school that address tolerance such as The 50 First Books	Students	Teachers	Spring/Summer 2022
Develop tools that can be used to review existing curriculum and support writing of new curriculum with an equity lens to ensure perspectives and counter perspectives are included when developing understanding of an event or concept.	Teachers	Administrators District Leadership Team	Spring /Summer 2022

Identify culturally responsive texts to embed into existing curriculum units and in the school community.	Students	Teachers with their Department Leaders and Administrators	Ongoing
Design and implement a community book club.	All	Committee	HOLD Spring 2022
Develop and strengthen partnership with CREC for Teacher In-Residence Program.	Staff	Superintendent and Assistant Superintendent	Ongoing
Engage in celebrations of culture and diverse backgrounds, including cultural heritage months.	Students School Community	Student Groups Granby Equity Team	Ongoing
<p>Responsiveness Measurement Ideas: Open Choice enrollment numbers and retention rates Decreased negative incidents, increased positive engagement and office referrals, enrollment and attendance at clubs, partnership events Network Conversations and Attendance Decreased gap between sub-groups and general population</p>			
<p>Actions to Build Advocacy: “Increase agency and action to actively address issues of racism and equity in Granby Public Schools.”</p>			
Actions	Target Audience	Responsible	Timeline
Establish youth leadership groups that utilize the Bridges Program at the middle and high school to ensure students feel seen and heard and that their voices matter.	Middle and High School Students	Middle and High School Administrators	November 2021 on
Embed action planning strategies for equity through the continuous improvement plans and school based equity teams, including connecting to the work with the learning environment.	Teachers	Administrators	October 2021 on

Determine areas in need of adjustments and coordinating strategies for improvement based on review of discipline and academic data, including district and school policies and procedures.	Administrators	PEL Consultants	November 2021 April 2022
Analyze data collected from secondary student survey on their experiences in relation to bias and racism in the school setting to inform school based action planning	Students	GET Administrators	Winter-Spring 2022
Develop comprehensive wrap-around supports for Open Choice participants including establishing partner family and alumni connections, additional supports for orientation, retention and college and career transitions.	Students Families	Assistant Superintendent Family Engagement Specialist	Summer 2021 on
<p>Advocacy Measurement Ideas: Keep it student focused such as work of bridges and student groups</p>			