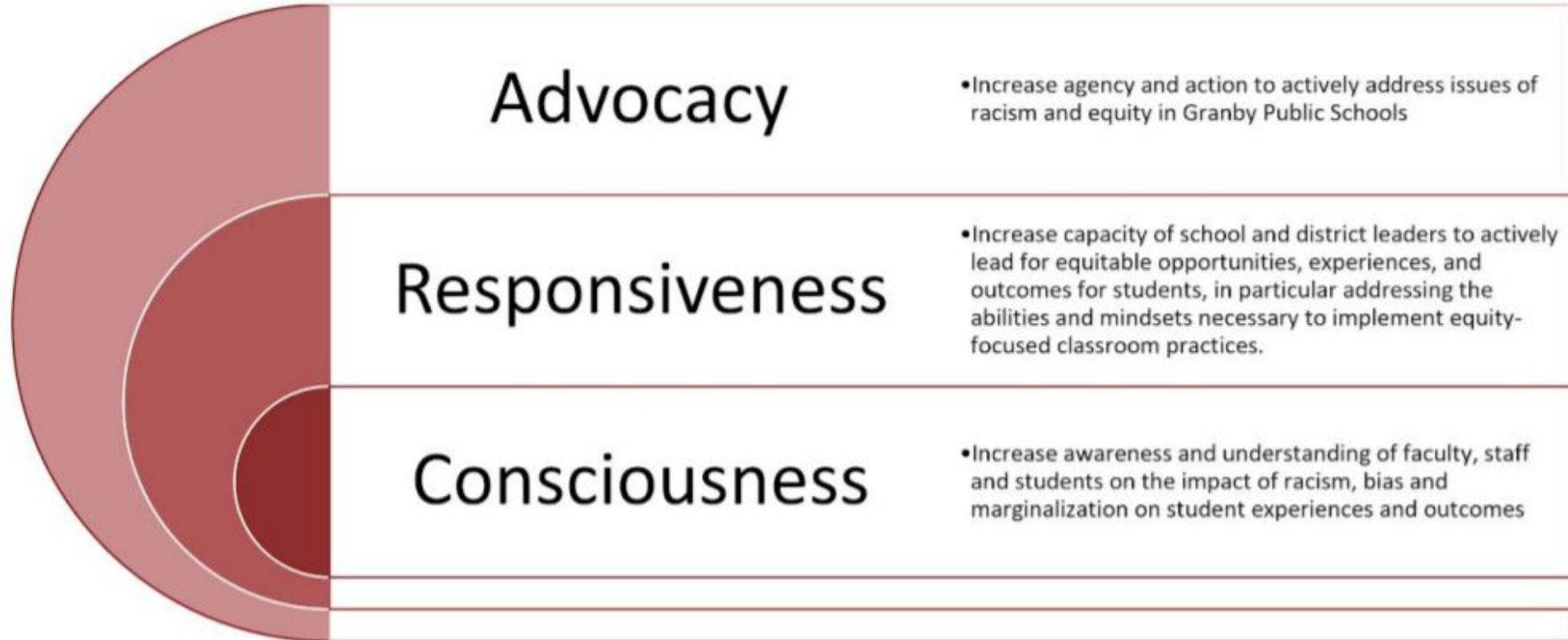


# Granby Public Schools Equity Update



June 15, 2022

# Granby Equity Team Anti-Bias Anti-Racism Plan



**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.

**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.

**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.

**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.

**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.

**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.

**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.

# 2021-22 Granby Equity Team Meetings

## Internal Meetings

Focus:

*Build capacity to  
collaborate across  
stakeholder groups*

## Facilitated Meetings

Focus:

*Continue to build equity  
lens and support Equity  
Networks*

**September 22, 2021: Taking Stock**

**December 8, 2021: Mid-Year Check In /  
Statement on Acknowledging Cultural Heritage  
Months**

**May 25, 2022: Reflection**

**October 27, 2021: Intersectionality**

**January 26, 2022: Power and Privilege**

**March 30, 2022: Power and Privilege cont.**



# Highlights of the Year

- ❖ Updated Equity Statement
- ❖ Collaboration with Community Groups
- ❖ Cultural Heritage Months
- ❖ Reignited Student Leadership
- ❖ Culturally diverse books
- ❖ Family Engagement Specialist
- ❖ School based teams and E3 with networks
- ❖ Continued Staff Professional Learning
- ❖ Teacher in Residence Program

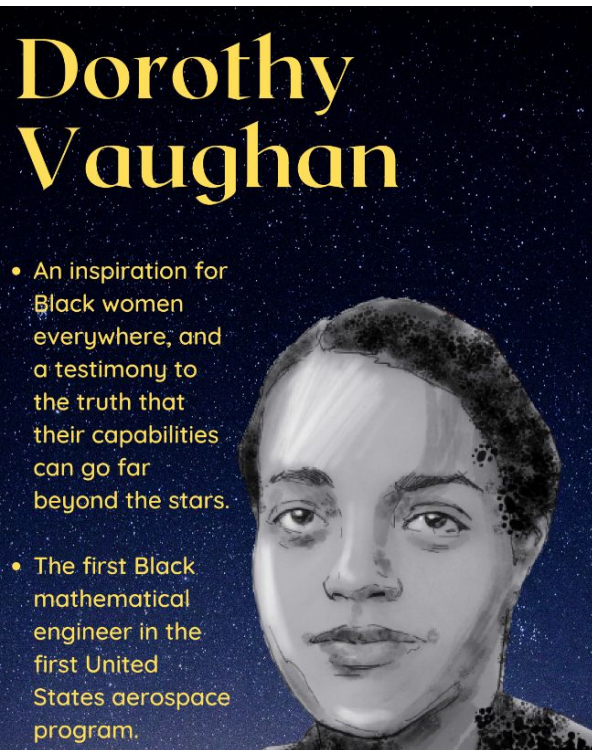
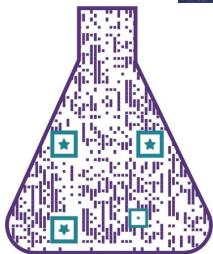
# Granby Equity Team

## **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.

BHM Podcasts of  
Black scientists,  
inventors,  
mathematicians,  
politicians,  
entrepreneurs,  
musicians,  
writers, and more  
placed around the  
building for an  
audio tour of sorts  
that highlights  
these individuals,  
their lives and  
work.

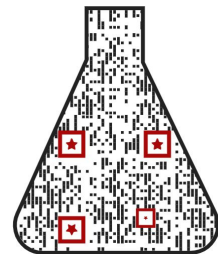
By students in AP  
Chemistry, Honors  
Chemistry, American  
Studies ECE



★ *SOCA Announcements*  
★ *Skype-a-scientist*  
★ *HBCU Bulletin Board*

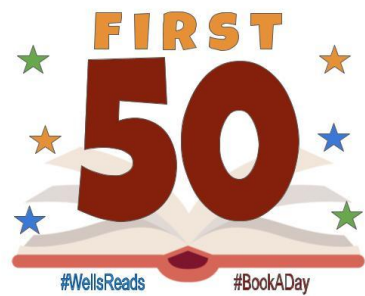


Weekly Advisory Lessons:  
Veterans, Music,  
Economics, Social History  
of Black Hair





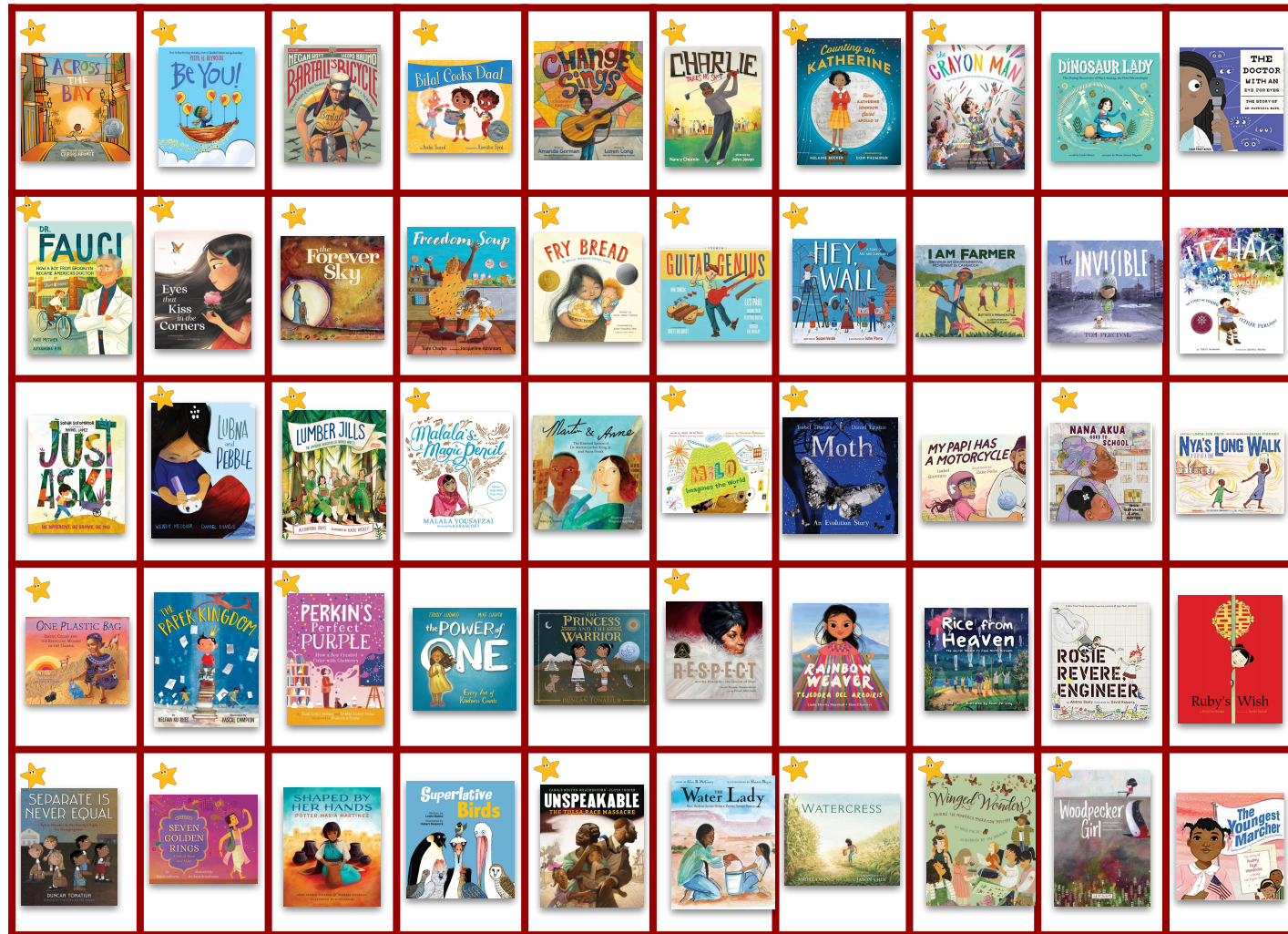




Here are the covers for the first 50 books in the Wells Road 2021 book-a-day program.

Which ones look exciting to you?

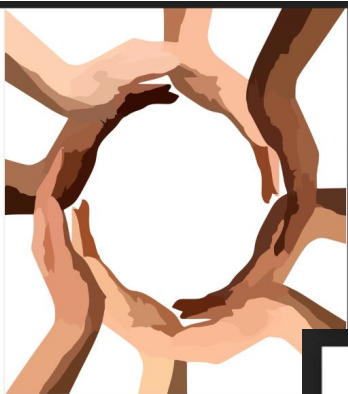
Follow  
@wellsreaders on  
Instagram to watch  
the program evolve.





# Granby Public Schools

Teaching for Equity Series  
Session 1  
2021-2022



## Session Targets

### **Session 1 Targets:**

1. I can use the 3 levels of culture to identify the ways in which my culture operates in my personal and professional life
2. I can explain what it means to be a culturally competent educator

### **Session 2 Targets:**

1. I recognize the ways in which my understanding of culture and the recognition of the sociopolitical context are foundational to culturally responsive teaching
2. I can recognize my personal biases and how they show up in my teaching and learning space



*Anthony Freeman*

CT TRP RESIDENT

## RESIDENT SPOTLIGHT

You are already a leader in education!



*"Anthony consistently approaches his coursework and teaching with a positive mindset. He seeks and utilizes feedback to improve his practice, which is evident in his teaching and student learning."*  
- Program Coach, Summer Myles

## Future areas of focus...

- ❑ Balancing moving the work forward with personal development
- ❑ Need for regular participation within Granby Equity Team
- ❑ Consistency in Follow-up Network Meetings
- ❑ Building Common Language
- ❑ Embedding Classroom Conversations in all Areas
- ❑ Partnership Families and Students