

DRAFT 6/17/2020



Granby Public Schools
Cultural Proficiency and Equity Action Plan
2020-2021

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Granby Public Schools

Granby Board of Education Members

**Melissa Migliaccio - Board Chair
Mark Fiorentino - Vice Board Chair
Rosemarie Weber - Secretary
David Peling
Jenny Emery
Sarah Thrall
Brandon Webster**

Granby Public Schools Administration

**Jordan E. Grossman, Ed.D., Superintendent
Marian Hourigan, Interim Assistant Superintendent
Aimee Martin, Director of Pupil Services
Mike Dunn, Principal, Granby Memorial High School
Kimberly Calcasola, Ed.D., Assistant Principal, Granby Memorial High School
Julie Groene, Assistant Principal, Granby Memorial High School
Susan Henneberry, Principal, Granby Memorial Middle School
Chuck Hershon, Assistant Principal, Granby Memorial Middle School
Pauline Greer, Principal, Wells Intermediate School
Kim Dessert, Principal, Kelly Lane Primary School**

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Granby Public Schools Equity Team

Marian Hourigan, Interim Assistant Superintendent / Co-Chair GET

Jacky Paton, GMHS Science Department Chair / Co-Chair GET

Sarah Amara, Wells Road Reading Interventionist

Sophie Austin, GMHS Student

Margaret Bastiaanse, GMHS Math Content Area Specialist

Ann Belding, GMMS/GMHS Reading Specialist

Dan Bodman, Parent

Kim Dessert, Kelly Lane Principal

Mike Dunn, GMHS Principal

Madeline Green, GMHS Students

Pauline Greer, Wells Road Principal

Lynn Guelzow, Community Member

Kelly Hayden, Wells Road Resource Teacher

Sue Henneberry, GMMS Principal

Ursula Jackson, Wells Road Social Worker / Open Choice Liaison

Cathryn Kibby, Kelly Lane Teacher

Caroline Martin, Wells Road Teacher

Melissa Migliaccio, Chairman, Board of Education

Rose Mouning, Parent

Kim Narciso, Kelly Lane Teacher

Rich Neal, GMHS Social Worker

Laurie Smith, Wells Road Library Media Specialist

Cheryl Page, Kelly Lane Social Worker

Dave Peling, Board of Education

Clark Pfaff, Community Member

Raquel Porter, Parent

Harlem Van Cole, GMHS Student

Kathy Waddington, GMMS Teacher

Betsy Wilken, Kelly Lane Teacher

Anne Zummo-Malone, Parent

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Granby Public Schools Mission

Every student educated in the Granby Public Schools will graduate on time, prepared for 21st Century Citizenship.

Granby Public Schools Vision

All students will become powerful thinkers, effective collaborators, and compassionate contributors in preparation for success in a dynamic, interdependent world.

Granby Equity Team Statement of Equity

Equity in the Granby Public Schools ensures practices that allow all students to achieve at high levels, and that outcomes are not predicted by race, religion, ethnicity, socioeconomic status, gender, gender identity, or sexual orientation; and barriers are removed to meet the needs of students of all abilities and backgrounds; thereby realizing the district mission for all students to become powerful thinkers, effective collaborators, and compassionate contributors.

Purpose for Granby Public Schools Cultural Proficiency and Equity Action Plan

The Granby Public Schools has engaged in work since 2017 to achieve equity in our schools and community. The goal of this work has been to build capacity around equity with administrators, teachers, staff, students, and the community. As we move forward in the 2020-2021 school year, we will undertake a multi-faceted approach to realize this vision. These efforts will focus on embedding cultural proficiency and equity into all of our work around teaching and learning including curriculum development; professional learning; administrator and teacher coaching; student-led initiatives; and, community outreach through book clubs and discussions. We will be building capacity to sustain and strengthen this work.

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Specific activities since 2017 are listed below:

District Activities

District

- Increased number of minority staff members
- Provided equity-focused professional development
- Promoted district-wide engagement in Collaborative Proactive Solutions
- Sponsored administrative support and coaching through the Connecticut Center for School Change
- Formed Equity Team Task Force / worked to increase membership yearly
- Opened additional slots to the Open Choice program (2018-2019)

Kelly Lane Primary School

- Provided professional development opportunities for staff
- Encouraged staff to be a part of Granby Equity Team
- Focused School Improvement Goals around equity
- Participated in professional development on equity data analysis to define issues and plan for success of all students
- Engaged School Leadership Team and faculty in experiences to explore equity
- Identified and shared names of struggling students with all staff at start of year, progress monitored through SRBI and leadership teams
- Implemented revised SRBI protocols to build team capacity around intervention, referral and progress-monitoring practice
- Met with Open Choice families at CREC dinner and discussion forum in Hartford
- Examined and improved school library for diversity representation
- Met regularly with Open Choice liaison
- Sent staff members to two-day training, “Leading for Equitable Classrooms”, sponsored by the Connecticut Center for School Change

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Wells Road Intermediate School

- Provided professional development opportunities for staff
- Encouraged staff to be a part of Granby Equity Team
- Focused School Improvement Goals around equity
- Participated in professional development on equity data analysis to define issues and plan for success of all students
- Engaged School Leadership Team and faculty in experiences to explore equity
- Identified and shared names of struggling students with all staff at start of year, progress monitored through SRBI and leadership teams
- Implemented revised SRBI protocols to build team capacity around intervention, referral and progress-monitoring practice
- Examined and improved school library for diversity representation
- Enlisted student participation and hosted Better World Book Club
- Met regularly with Open Choice liaison

Granby Memorial Middle School

- Provided training in the Bridges Program for students
- Participated in professional development on equity data analysis to define issues and plan for success of all students
- Included equity as a standing agenda item at faculty meetings 2018-2020
- Identified and shared the names of struggling students with all staff at start of year, progress monitored all year, 2015-2020
- Provided Holocaust Survivor Assembly
- Hosted Boogie Chillun (African-American music history) performance
- Arranged Aric Jackson Assembly (motivational speaker, small groups of students training)
- Hosted ADL Assembly - anti-bias assembly 2016
- Participated in CREC dinner and discussion with Open Choice families in Hartford
- Examined and improved curriculum for cultural diversity / representation
- Held a school-wide viewing and discussion of the movie "Hidden Figures" 2019

Granby Memorial High School

- Established and reinforced Core Values including Respect, Integrity, Perseverance, and Curiosity
- Focused School Improvement Goals around equity
- Engaged School Leadership Team and faculty in experiences to explore equity
- Enlisted specific staff to recruit and support students in enrolling and staying in college

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- Implemented revised SRBI protocols to build team capacity around responsive and restorative intervention, referral and progress-monitoring practices
- Enlisted Bridges advisor/trainees, Advisory Team to plan activities to promote our Core Values, challenge bias, etc.
- Engaged School Leadership Team and faculty in Experiences to Explore Equity (E3's) throughout 2018-2019 and 2019-2020 school years
- Trained teachers in facilitating student dialogue over controversies, acknowledging others' views
- Implemented Academic Centers, learning centers and math interventions
- Monthly Meetings with Open Choice liaison and GMHS staff
- Maintained relationship with Bridges/NCCJ partnership for 3 years
- Created a social justice book club

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Goal Area: To improve communication between all stakeholders

Strategies for Moving Forward:

Actions	Target Audience	Schools	Responsible	Timeline	Date Completed/ Comments
NOW					
Letter to parents with resources	Parents	All Schools	Asst. Superintendent, Principals	6/1/2020 - 6/5/2020	6/5/2020
Contact Black/minority students and their families to see how they are doing.	Black/minority students and their families	All Schools	Principals, Open Choice Liaisons, Teachers	6/2020	
Create/Release Equity Position Statement	Granby Community	All Schools	Asst. Superintendent, Granby Equity Team	6/8/2020 - 6/19/2020	
Develop Granby Equity page for the Granby Public Schools' website	Whole Community	All Schools	Asst. Superintendent, Technology	6/2020	
Develop and vet a book list around equity/publish on Granby Equity Resource page	Students, Parents, Teachers	All Schools	Asst. Superintendent, Teachers, Library Media Specialists	6/2/2020 - ongoing	
Curate a list of resources to post on the Granby Equity Team webpage that includes books, articles, podcasts, etc.	Whole Community	All Schools	GET	6/2020	
Host forum for high school teachers to brainstorm ideas for creating a stronger community in our schools with an equity focus	High School Teachers	GMHS	Asst. Superintendent, Equity Team Members Jacky Paton, Ann Belding, Sarah Amara	6/15/2020 - 6/18/2020	

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Actions	Target Audience	Schools	Responsible	Timeline	Date Completed/ Comments
SUMMER 2020					
Coaching for Administrators on equity by Connecticut Center for School Change	Administrators	All Schools	Asst. Superintendent	7/1/2020 - 6/30/2021	
Explore Anti-Defamation League/CREC for offerings for teachers and students	Teachers/Students	GMMS/GMHS	Asst. Superintendent	6/2/2020 - 8/30/2020	
Better World Book Club- Monthly book discussions beginning with social justice-themed reading selections in September	Whole Community	All Schools	Asst. Superintendent, Principals, Library Media Specialists	9/2020-6/2021 1st Discussion - 9/15/2020	
Develop a slogan or symbol for unity, like Granby Strong	Whole Community	All Schools	Granby Public Schools, Community Leaders	7/1/2020 - 6/30/2021	
Identify host families for the Open Choice students	Granby Public School Families, Open Choice Families	All Schools	Asst. Superintendent, Principals, Social Workers, School Counselors	7/1/2020 - 6/30/2021	
2020-2021 SCHOOL YEAR					
Redesign advisory program to have a monthly equity/cultural proficiency focus	MS/HS Students	GMMS/GMHS	HS Teachers, Coaches, Consultants	7/2020-06/2021	
Develop student understanding and empathy through advisory topics throughout the year	HS Students	GMMS/GMHS	Administrators, HS Teachers, Bridges	8/1/2020 - ongoing	
Implement Anti-Defamation League Programs	MS/HS Students	GMMS/GMHS	Asst. Superintendent, Administrators	9/1/2020 - ongoing	
Expand Bridges Program to provide leadership opportunities for students to help students	MS/HS Students	GMMS/GMHS	GMHS and GMMS Administrators/ Teachers	9/1/2020 - ongoing	

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Actions	Target Audience	Schools	Responsible	Timeline	Date Completed/ Comments
Create leadership opportunities for elementary students to foster community	Elementary Students	Wells Road students	Principal, Teachers	9/1/2020 - 6/30/21	
Enlist student-sponsored clubs and organizations to lead and support initiatives at MS/HS levels	MS/HS Students	GMMS/GMHS	GMHS/GMMS	9/1/2020 - ongoing	
Develop full curriculum or units around equity in all areas of Pre K-12 Curriculum	K-12 Students	All Schools	Asst. Superintendent, School Counseling, Coaches, Consultants	9/1/2020 - 6/1/2021	
Professional Development on Equity Themes	Administrators/ Teachers	All Schools	Asst. Superintendent, CT Center for School Change, Relevant Speakers	8/2020-6/2021	
Create Building-level Equity Teams	Teachers, Students, Communities	All Schools	Superintendent, Asst. Superintendent, Principals, CCSC	8/2020-6/2020	
All Granby Public Schools will begin to have (a minimum of 2 times a month) school-wide/ small group 'Listen and Learn' conversations on cultural proficiency	District	All Schools	Superintendent, Asst. Superintendent, Principals, CCSC	9/1/2020-ongoing	
Add Equity Goals to School Improvement Plans	Teachers	All Schools	Superintendent, Asst. Superintendent, Principals	8/2020-6/2021	
Explore Opportunities for Minority Recruitment with Alternative Route to Certification Program with CREC	District	All Schools	Superintendent, Asst. Superintendent, Human Resources Coordinator	8/2020-6/2021	

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Actions	Target Audience	Schools	Responsible	Timeline	Date Completed/ Comments
Partner with CREC to facilitate community conversation with students, staff, families, and community members regarding human relations	Granby Community	All Schools	Superintendent, Asst. Superintendent, Principals	8/2020-6/2021	
Granby Public Schools will continue to work with the Open Choice office to further enhance communication with both families and students	District	All Schools	Superintendent, Asst. Superintendent, Principals, Open Choice Liaisons	8/2020-6/2021	
Granby Public Schools Board of Education will participate in a Cultural Proficiency/Restorative Practice Workshop	Board of Education	Board of Education	Superintendent, Asst. Superintendent	9/2020	
Granby Public Schools Administrative Team will participate in Cultural Proficiency Training with the Connecticut Center for School Change	Administrators	Administrators	Superintendent, Asst. Superintendent, CCSC	7/2020-6/2021	

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Actions	Target Audience	Schools	Responsible	Timeline	Date Completed/ Comments
Granby Public Schools' staff will participate in Cultural Proficiency Training with the Center for School Change	District	All Schools	Superintendent, Asst. Superintendent, Administrators CT Center for School Change	9/2020-6/2021	