



# EXCELLENCE THROUGH RACIAL EQUITY

## PILLAR I: CULTURALLY RESPONSIVE WORKFORCE

BUILDING BRIDGES FOR TODAY'S STUDENTS TO CROSS INTO TOMORROW'S WORLD WITH  
EQUITY, INNOVATION & OPTIMISM

November 16, 2021  
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# FOCUS AREAS

**Pillar I:** CULTURALLY RESPONSIVE WORKFORCE

**Pillar II:** CULTURALLY RESPONSIVE TEACHING & LEARNING

**Pillar III:** CULTURALLY RESPONSIVE FAMILY & COMMUNITY  
ENGAGEMENT

**Pillar IV:** CULTURAL & ORGANIZATIONAL TRANSFORMATION

EQUITY, INNOVATION & OPTIMISM



# FOCUS AREA TO PRESENT

## Pillar I: CULTURALLY RESPONSIVE WORKFORCE

### Diversity, Equity and Inclusion in the Workplace Certificate

Free • 14-Hour Certificate • 100% Online • Open to the Public

#### The Journey:

- Self-Discovery
- Transformation
- Action



Emotional  
Intelligence



Stereotypes  
& Biases



Understand Your  
Organization



Future of Your  
Org Through D&I



Recruitment &  
Retention



Community  
Outreach



Sustainable  
Business Model

EQUITY, INNOVATION & OPTIMISM



# OUR FOCUS

## Priority Strategies (12 Strategies)

- **1.** Establish Professional Learning Communities and other professional development structures to address both systemic racism and its manifestations.
- **3.** Provide an Equity Certification In-Service Credit Program offered to all District teachers.
- **11.** Develop partnerships with Historically Black Colleges and Universities as well as colleges and universities with diverse teacher education programs to target recruitment and hiring initiatives.

EQUITY, INNOVATION & OPTIMISM





# SUSTAINABLE PROFESSIONAL LEARNING STRUCTURES

- Monthly Building PLC's
- Undoing Racism
- Getting to the Root
- External Conferences

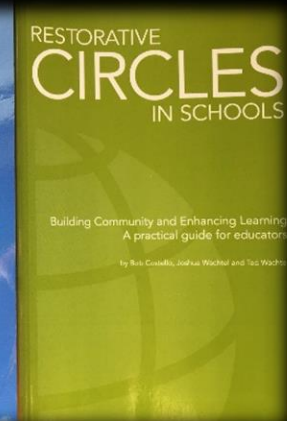
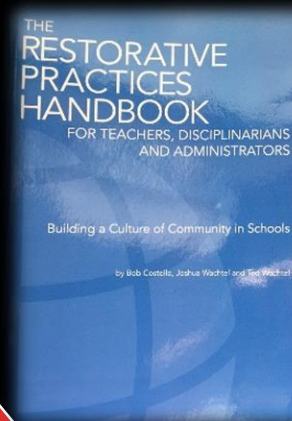
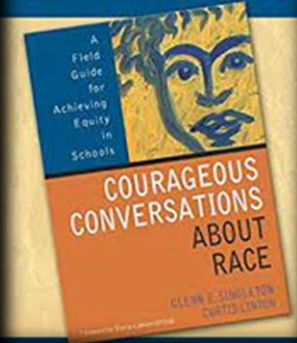
C&I Equity Lens  
Student Agency/ Voice  
Building Capacity

District  
Equity Team

School Building Equity  
Teams

Equity Conversations

## Facilitator's Guide

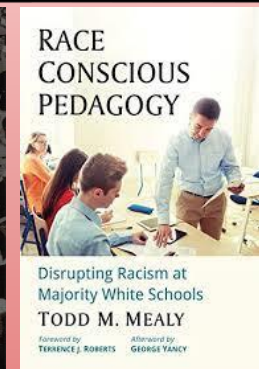
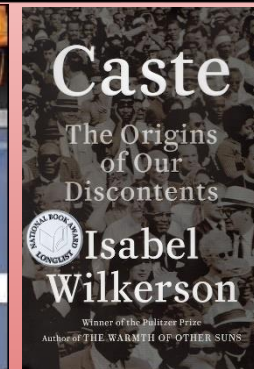
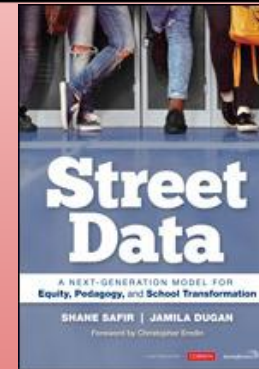




# STRATEGY 1 - PROFESSIONAL LEARNING COMMUNITIES

## TRAININGS

- Book Studies
- Professional Learning Opportunities
- Partnership with Nyack Professional Academy and Teacher's Center
- Specific Trainings
  - Race Conscious Pedagogy
  - Specialized Groups



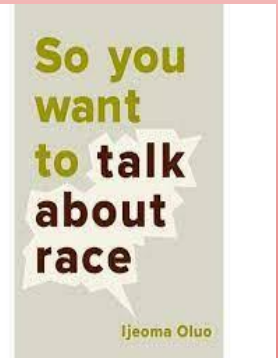
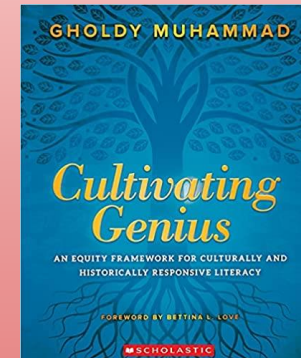
## Equity Conversations

- Partner with People's Institute of Survival and Beyond
- Getting to the Root (The Center for Safety and Change)

## School Equity Team Meetings

- Focus on priority pillars
- Leading professional development initiative in each building

## District Departments



## Evidence Based Accountability

- My Learning Plan as a tracking system



# STRATEGY 3 - EQUITY CERTIFICATION

## **Developed the Equity Certification Team**

Roles and responsibilities

## **Building the Equity Certification In-Service Academy**

Format of the Program

## **Launch the Equity Certification In-Service Academy**

Proposed Timeline







# SYSTEMS OF ACCOUNTABILITY

## CERTIFICATION REGISTRATION

**Conference Details**

This section contains information about the activity

Conference Name

Activity Format

Description

URL for Description

Registration Deadline

Characters left 2048

**Substitute Requirements**

# of Meetings

MeetingDate 1

Meeting 1 Date

Start & End Time  To

Location

Sub Needed for Date #1 ☐ Yes ☐ No

Absence Period1 ☐ AM ☐ PM ☐ FULLDAY

Location of Absence1

**Provider/Sponsor of Conference**

Provider

If not on list, enter here

## COURSE PLATFORM

Nyack Union Free School District

COURSES GROUPS RESOURCES

Equity : OEL Course Work

CRRP

Prev Next

Add Materials Options

Materials

- Updates
- Gradebook
- Grade Setup
- Mastery
- Badges
- Attendance
- Members
- Analytics
- Workload Planning
- Actively Learn
- BrainPOP
- Conferences
- Discovery Education
- Edpuzzle
- Infinite Campus

Understanding Restorative Practice Activity

After watching the video use the Google Doc to respond to the prompt.

Read the Aim of Restorative Practice page 137 KB

A Culturally Responsive Environment.pdf 1.41 KB

From Hostility to Harmony Activity

Watch the video "From Hostility to Harmony". Answer the question using the attached Google Doc.

Context Assignment

Relationships and Community Activity

Social Discipline Window PowerPoint Show 29 KB

Social Discipline Window Activity

Practitioner Styles.pdf 317 KB





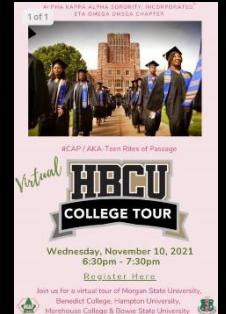
# Recruitment and Retention of a Culturally Responsive Workforce



# STRATEGY 11

## STRATEGIC PARTNERSHIPS

- Partnership with organizations connected to Historically Black Colleges and University (HBCU) Virtual Tours
  - Goal is to have 100% HBCU virtual tours represented by 2025.
- Partnership with Teacher Opportunity Corps (TOC)
  - <http://www.nysed.gov/postsecondary-services/teacher-opportunity-corps-i>
- Colleges and Universities with Diverse Student Population
- Increase Pipeline for Teaching and Learning





# A SHIFT IN DEMOGRAPHICS: DIVERSE POPULATION<sup>11</sup>

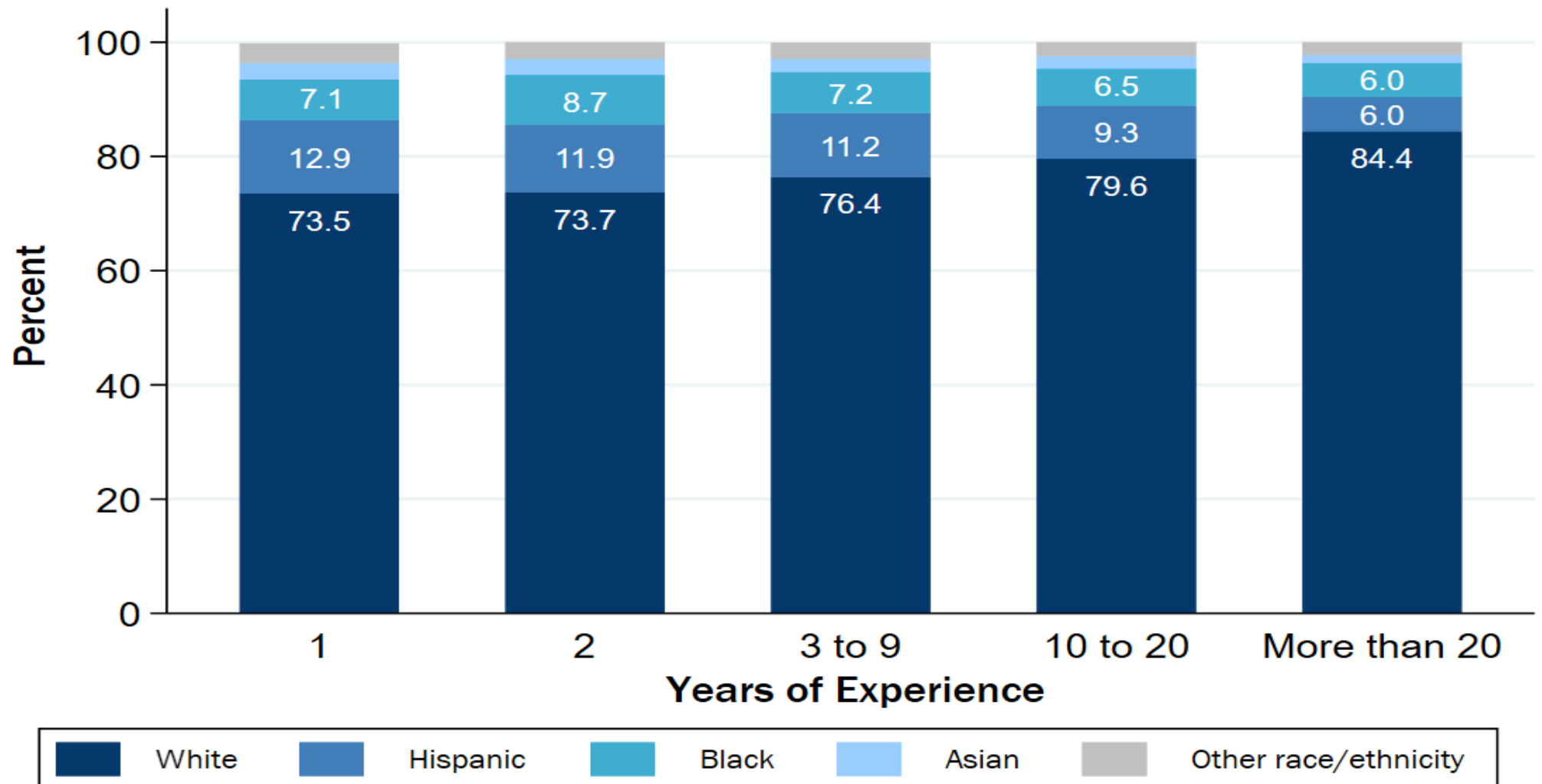
*Year in which “minorities” will  
become the majority of ...*

- Entire U.S. population = 2042
- Working-age population = 2039
- School-age population = 2023





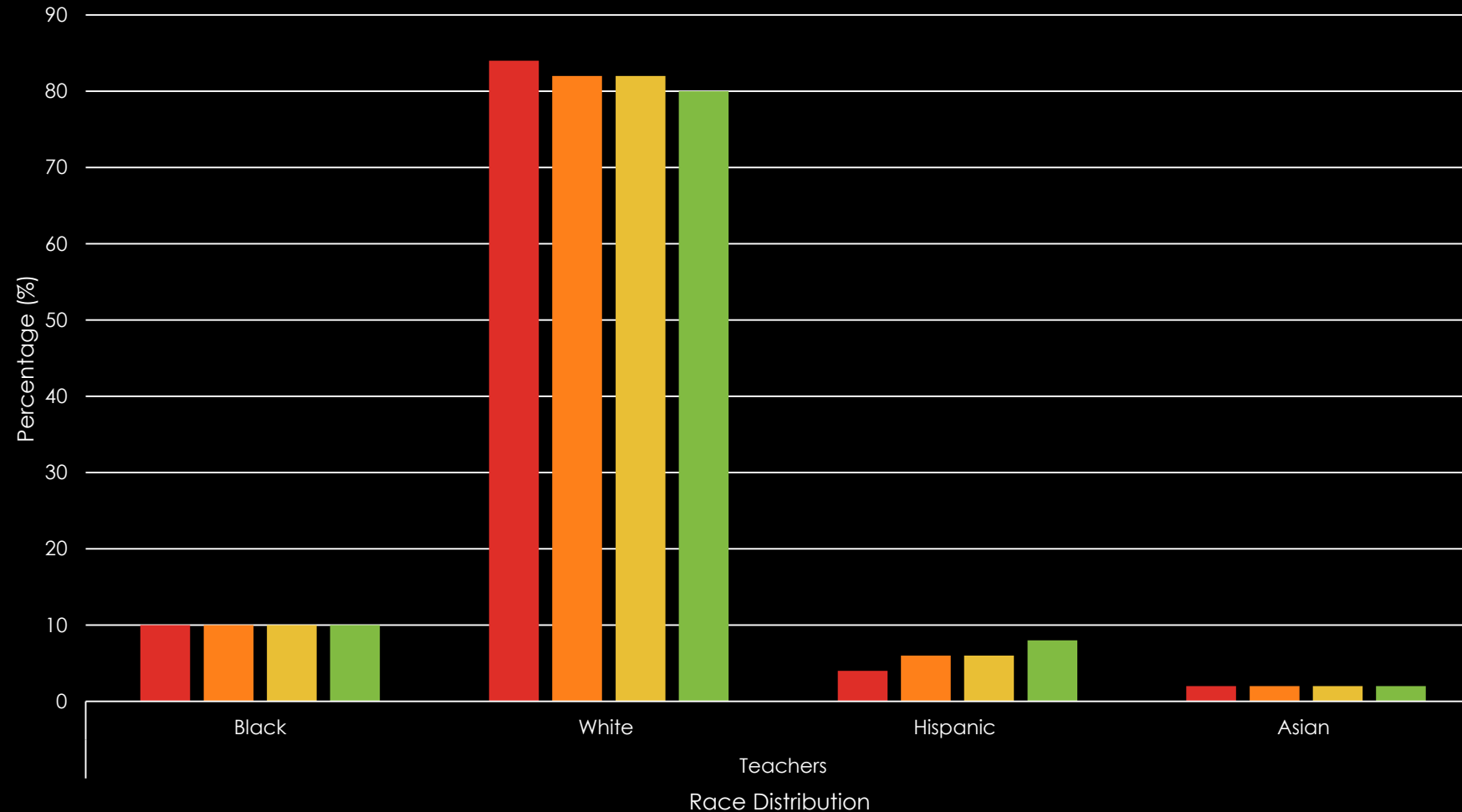
**Figure 1: Teacher diversity by years of experience**





## Race Distribution District Staff

■ 18/19 ■ 19/20 ■ 20/21 ■ 21/22



## Nyack Student Demographic Data

Black 16%

White 43%

Hispanic 28%

Asian 6%

American Indian -  
Alaskan Native <  
1%

Hawaiian/Pacific  
Islander < 1%



# BENEFITS OF DIVERSE WORKFORCE

- Reflects the values of educational environment

- Reflects our global society

- Role models for students

- Boost the academic performance of students of color (increase reading and math scores, increase graduation rates, aspiration to attend college)

- Helps to mitigate feelings of isolation, frustration and fatigue that can contribute to teachers of color leaving the profession.





# THE EDUCATOR DIVERSITY PLAYBOOK

## 5 Steps Every NYSD can take to improve diversity, equity and inclusion



Encourage school boards to signal and embrace the importance of teacher and school leader diversity.



Collect and use data to examine school district recruitment, interview, and hiring practices.



Question and change recruitment practices to identify additional qualified applicants of color.



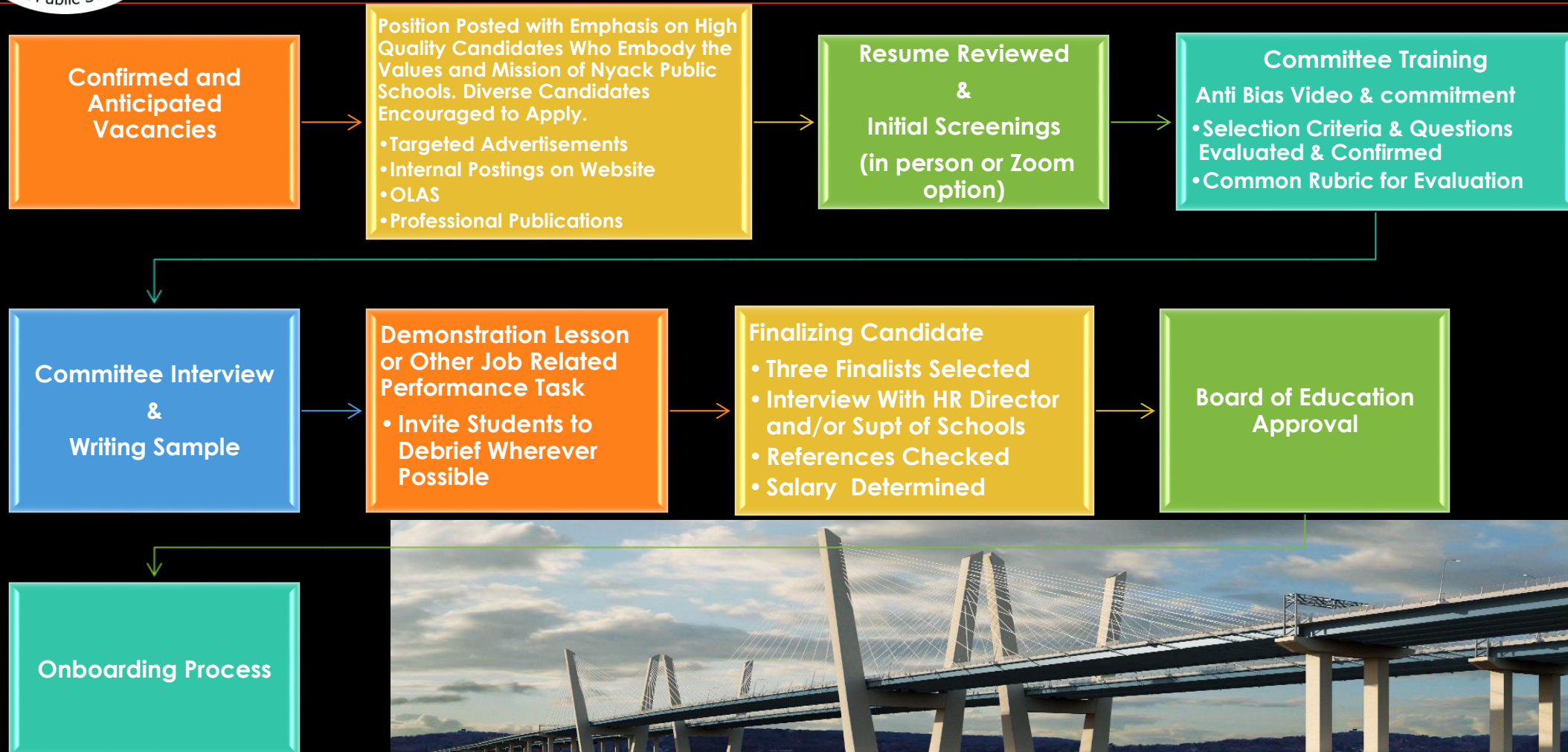
Improve the working environment for educators of color.



Invest in mentorship and career ladders for current and aspiring teacher, school, and district leaders.



# NYACK PUBLIC SCHOOLS RECRUITMENT & HIRING PROCESSES<sup>16</sup>



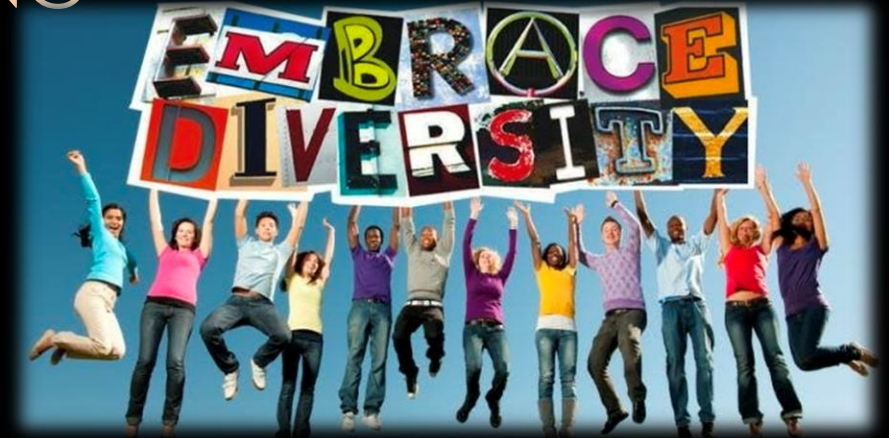


# LOOKING OUTSIDE THE BOX/CASTING THE NET WIDELY

EXPAND, MAXIMIZE AND LEVERAGE TOOLS TO REINVENT HUMAN RESOURCES

- DIVERSITY RECRUITMENT FAIRS
- PARTNERSHIP WITH INSTITUTIONS OF HIGHER EDUCATION
- EXPAND INFUSION OF TECHNOLOGY FOR RECRUITMENT, HIRING AND RETENTION
- EXPLORE OPPORTUNITIES TO EXPAND THE TEACHER PIPELINE
- MAXIMIZE SOCIAL MEDIA FOR MARKETING

[NYACK HR WEBPAGE](#)







# NEXT STEPS

- Establish & Solidify Relationships with HBCUs and Universities with Diverse Students
- Establish Process for Collecting and Using Data to Examine District's Recruitment, Interview, & Hiring Practices
- Develop Training Videos
- Update Forms/Rubric/Letters
- Update bank of questions relevant to Diversity, Equity and Inclusivity
- Look at Engagement & Retention of Staff
- Explore Grow Your Own
  - Today's Students Tomorrow's Teachers
  - TAs
- Update Off-boarding Process



# Special Thank You

**DIVERSITY & INCLUSION  
COMMITTEE MEMBERS**

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# DIVERSITY & INCLUSION COMMITTEE MEMBERS

**Ms. Susan Cruz & Mr. Brandon Coon, Teachers, Committee Chairs**

Dr. Winsome Gregory, Assistant Superintendent for Curriculum Instruction & Personnel	Audrey Cabbell, Director of ENL & Bilingual Services	Mr. David Johnson, Principal, NMS	Ms. Lisa Retallack, Director of Public Relations	Dr. Laverne Campbell, Psychologist
Ms. Lynn Clark, Security Officer & Parent	Ms. Marissa DePalma, Teacher	Mr. John Duval, Parent	Ms. Sabriya Elam, Parent	Ms. Kim Foskew, Teaching Assistant
Ms. Angela Hill, Teacher	Ms. Jennifer Javenes, Teacher	Ms. Jennifer Johnson,, Teacher	Ms. Tricia Monk, Parent	Ms. Amanda Sebalos, Teacher
	Ma. Christina Sinistovic, Teacher	Ms. Margie Vasquez, Teacher	Ms. Maggie White, Parents	





# MILESTONE MEASURES OF SUCCESS

- **ALL STUDENTS** will enter **Kindergarten** ready to learn and **First Grade** ready to read.
- **ALL STUDENTS** will be reading on grade level at the end of **Third Grade**.
- **ALL STUDENTS** will complete **Grade 8** ready for high school.
- **ALL STUDENTS** will enter **Grade 10** on track to graduate high school.
- **ALL STUDENTS** will complete **Grade 12** ON TIME and are ready for college, vocational school and/or the workforce.
- **All STUDENTS** will have access to explore, create and be active participants in their learning.