

Pennsbury School District

Equity Audit

Executive Summary & Recommendations

May 20, 2021

Dr. Cherrissa Gibson

Equity for every learner.

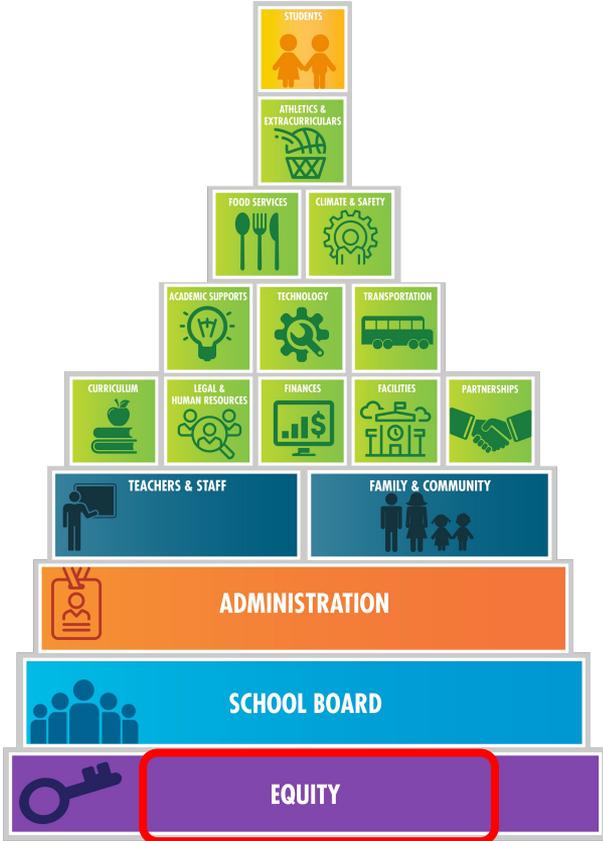


Pennsbury Equity Vision

Equity for every learner.

The Pennsbury School District is committed to fostering an inclusive educational environment that understands, respects, and embraces individual differences as assets that serve to enhance our school community. Educational equity-- the practice of distributing resources, access, and opportunity based on fairness and justice regardless of race, color, national origin, age, religion, gender, gender identity, sexual orientation, disability, language or socio-economic background-- will serve as the foundation of all decision-making to ensure equitable outcomes for every learner.

Equity as the FOUNDATION



Educational Equity Audit

Achievement Gap

PSSA Results

Keystone Exams

Discipline Gap

Office Referrals

Supensions

Opportunity Gap

Program Enrollment
(IEP, GIEP)

Honors & AP
Enrollment

Belonging Gap

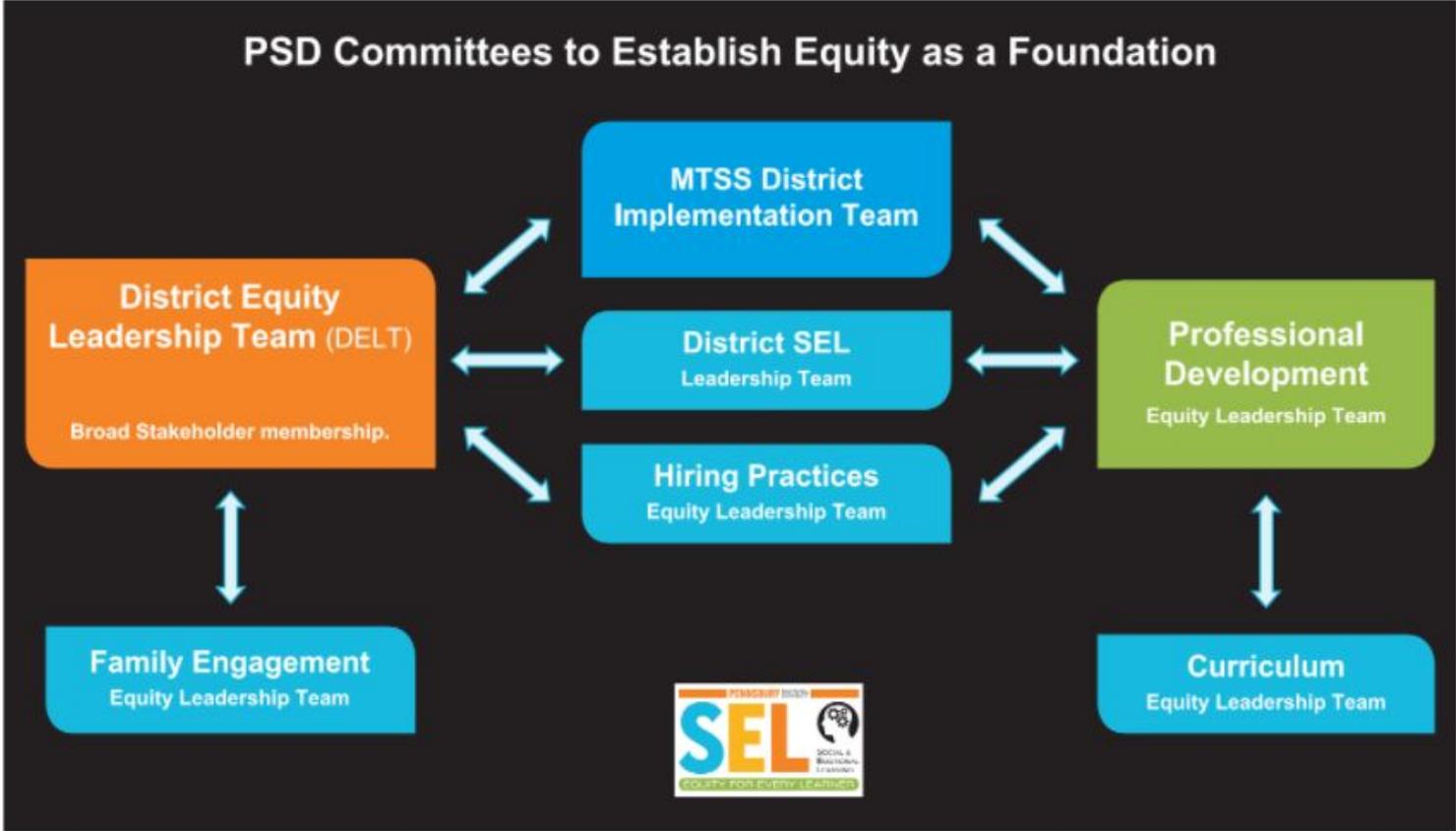
Perception
Surveys

Guiding Question:

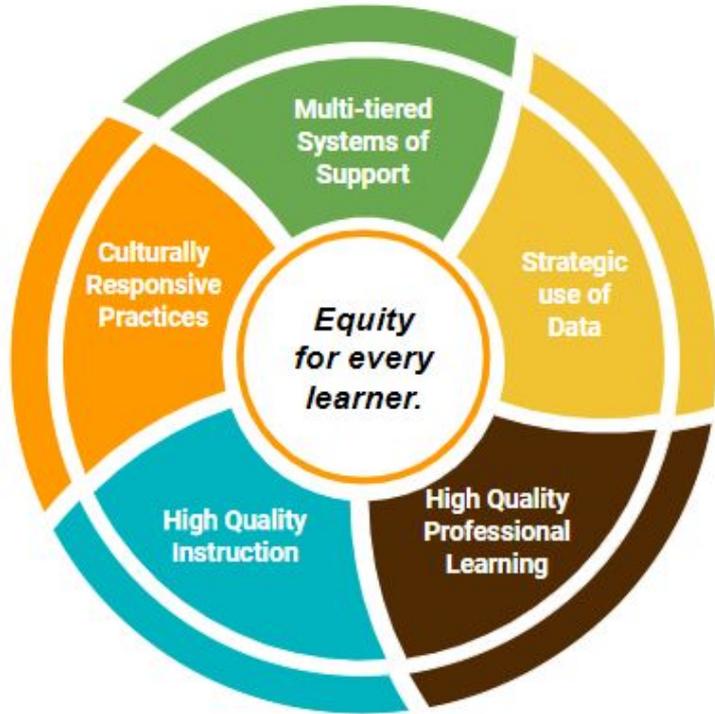
Are there patterns of disparity, based on demographic factors, that exist in the data analyzed?

- If yes, in what areas and for which student groups?

Broad Stakeholder Involvement



Theory of Action & Strategic Goal Areas



1. Institutional Practices

2. High-Quality and Culturally Relevant Instruction

3. Inclusive School Climate

4. Learning Culture & Professional Development

5. Data-focused, Multi-tiered Systems of Support

6. Workforce Diversity

Strategic Goal Area # 1- **Institutional Practices**

Recommended Strategic Actions:

- Communicate a PSD Equity Vision
- Adopt an Educational Equity Policy
- Facilitate District Equity Leadership/Family Engagement Equity Teams to elevate the voice of historically marginalized stakeholder groups.
- Establish Building Equity Teams and Building Equity Leads at each school to embed equitable practices throughout the system.

Strategic Goal Area # 2- **High-Quality and Culturally Relevant Instruction**

Recommended Strategic Actions:

- Conduct a comprehensive curriculum audit to ensure implementation and monitoring of the curriculum through an equity lens.
- Increase the courses and content offerings that teach students about the contributions and perspectives of diverse cultures.
- Ensure that Universal Design for Learning, Culturally Responsive Teaching and inclusive practices are foundational to educational programming. IEPs and plans for English learners are designed to ensure access to the least restrictive environment and enable students to progress effectively in the content area of the general curriculum.

Strategic Goal Area # 3- **Inclusive School Climate**

Recommended Strategic Actions:

- Annually administer perception surveys to assess school climate and sense of belonging of stakeholders: students, parents, faculty/staff.
- Implement researched based social-emotional learning and trauma-informed practices for students in grades K-12.
- Ensure materials, notices, and other school communications are available in multiple languages. Establish two-way communication that reflects culturally responsive dialogue.
- Establish student leadership groups/clubs K-12 to support school culture and climate, build understanding of cultural differences, and promote a sense of belonging for historically marginalized groups.

Strategic Goal Area # 4- **Learning Culture & Professional Development**

Recommended Strategic Actions:

- Examine District structures, calendar, contract language to support high quality professional development structures and time.
- Ensure that professional development offerings are guided by data (quantitative and qualitative) and student outcomes.
- Ensure competencies in educational equity are made an integral part of all performance evaluations.
- Provide ongoing training and professional development in SEL, culturally responsive teaching, Universal Design for Learning and anti-racism instructional practices.

Strategic Goal Area # 5- **Data-focused, Multi-tiered Systems of Support**

Recommended Strategic Actions:

- Increase the effectiveness of a district-wide data culture to identify and address inequities, and to drive instructional decisions.
- Establish a district-wide MTSS and Inclusionary Practices position to build system-wide continuity and fidelity of data practices.
- Ensure the building schedules (K-12) allow time for interventions to be delivered across all three tiers of the MTSS model in addition to students being included in the inclusive general education classroom.
- Continuously examine of all levels of classes, including special education, gifted education programs, and advanced courses to ensure classes are composed of students who proportionately reflect the diversity within the overall student population.

Strategic Goal Area # 6- **Workforce Diversity**

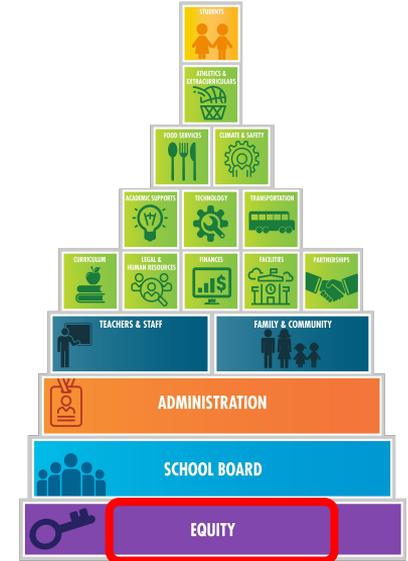
Recommended Strategic Actions:

- Increase the diversity (racial, gender, linguistic, religious, and other cultural identities) in faculty/staff to reflect the proportionate representation of the student population.
- Ensure that hiring criteria, recruitment, and selection for all district employees include the assessment of knowledge, skill, and experience teaching in inclusive classrooms.
- Establish procedures to monitor faculty/staff attrition and retention.
- Develop programs within the District to promote teaching as a career to existing students.

Proposed PSD Policy 832: **Educational Equity**

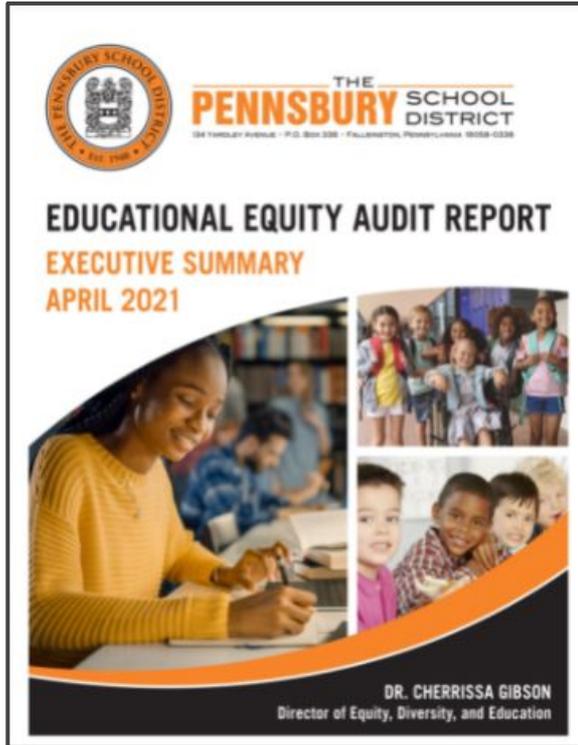
Educational Equity Policy Guidelines

- Educational Equity Audit & Educational Equity Action Plan Cycle
- Multiple Pathways to Success/High Expectations for All Students
- Access to Equitable Resources
- Inclusive Environment and School Climate
- Inclusive Family Engagement and Partnerships
- Data Focused
- Equity Lens
- Cultural Proficiency Curriculum and Instructional Practices
- Workforce Diversity
- Professional Development to Build Employees' Capacity



Educational Equity Policy Communication Plan

Accessing the Equity Documents



[PSD Equity Executive Summary](#)

[PSD Proposed Equity Policy](#)