



## PENNSBURY SCHOOL DISTRICT

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May 20, 2021

Dear Pennsbury School District Families and Staff:

At the February 18, 2021 School Board Action meeting, the Board adopted the District's Equity Vision Statement in conjunction with updated Board Policy 101, "Mission Statement/Vision Statement/Shared Values." The Equity Vision Statement reads as follows:

*"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, ethnicity, color, age, religion, gender, gender identity, gender expression, sexual orientation, language, disability, or socio-economic status -- will serve as the foundation of all decision-making to ensure equitable outcomes for every learner."*

For the past four years, the Pennsbury School District has heightened its focus on developing educational equity-focused programming by taking the following actions:

- Established an Excellence & Equity Task Force in May 2017
- Initiated Cultural Proficiency Professional Development for Administrators
- Appointed a Director of Equity, Diversity and Education in July 2020
- Conducted an Equity Audit and published an Executive Summary ([linked here](#))
- Adopted a District Equity Vision Statement
- Developed a District Equity Leadership Team and a Family Engagement Team
- Identified Strategic Goals for Educational Equity

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- Embedded Educational Equity into Professional Development for Administrators, Teachers and Staff
  - Multi-Tiered Systems of Support
  - Social Emotional Learning
  - Self-Awareness and Implicit Bias
  - Universal Design for Learning
  - Culturally Responsive Teaching Practices
- Aligned Building and Departmental Goals to Strategic Goals for Educational Equity

Most recently, on May 20, 2021, the School Board adopted Board Policy 832, “Educational Equity.” The purpose of the Educational Equity policy is to prioritize and incorporate educational equity into all aspects of the Pennsbury School District structure so that all of our students can gain access to the resources that they need to improve educational outcomes.

The Educational Equity policy establishes equity as the foundation of all Pennsbury School District processes. The Board Policy underscores a shared commitment for the entire school community to approach every decision, practice, and policy with an equity lens in the collaborative effort to close the achievement and opportunity gaps for students.

Educational equity cannot be achieved in isolation; we need your help; we need your voice; we need your commitment to action. Please join us in working toward our educational equity goals so that all students benefit equally from the rich academic experience in the Pennsbury School District.

Sincerely,



Christine Toy-Dragoni  
School Board President



William J. Gretzula, Ed.D.  
Superintendent of Schools