

CHESTERFIELD TOWNSHIP SCHOOL DISTRICT

Chesterfield, New Jersey 08515

DISTRICT GOALS **2021-2023 School Year (Year One)**

DISTRICT GOAL: Provide staff and students with opportunities and experiences to understand the importance of different cultures and to accept and embrace differences.

MAJOR ACTIVITIES	PARTICIPANTS	RESOURCES	CONSTRAINTS	TIMELINE	EVIDENCE
The Equity Committee will participate in Equity in Action Leadership Academy training sessions through FEA Partnership Program	Equity Committee Members (staff, teachers, 2 administrators) Superintendent Heino	-Four days of Equity in Action Academy sessions will be received from members of the Equity Committee -Materials and resources will be provided from the sessions -Professional Literature recommendations will also be provided	-Time constraints -Uncertainty of training format (virtual or in-person)	12/2021-4/2022 Year One	-Attendance documentation -Certificate of Professional development training completion -Training session agendas and notes -Materials and resources from training sessions -Revised action plan
The Equity Committee will participate in coaching sessions during the Equity Committee Meetings through FEA Partnership	Equity Committee Members (staff, teachers, 2 administrators)	-10 hours of coaching will be provided for the Equity Committee through the FEA Partnership	-Time constraints -Uncertainty of training format (virtual or in-person)	9/2021-6/2022 Year One	-Attendance documentation from meetings -Committee agendas -Committee notes and minutes from meetings

					Coaching feedback summary -Equity Audit Summary
Faculty and staff will participate in an Professional Learning Session I- Culturally Responsive Practices-The Meaning of Culture, Equity, and Implicit Bias through FEA partnership during staff in-service	All building faculty and staff members	All certificated and non-certificated building faculty and staff members will participate in Professional Learning Sessions through FEA Partnership	-Time constraints -Uncertainty of training format (virtual or in-person) -Limiting each session to small groups K-3 teachers and staff, and 4-6 teachers and staff	October/November 2021 Inservice Day Year One	Attendance documentation -Training session agendas/ notes -Materials and resources from training sessions -PD Certificate of training completion -Training feedback summary
Faculty and staff will participate in an Professional Learning Session II- A Deeper Dive into the Implementation of Culturally Responsive Practices- through FEA partnership during staff in-service	All building faculty and staff members	All certificated and non-certificated building faculty and staff members will participate in Professional Learning Sessions through FEA Partnership	-Time constraints -Uncertainty of training format (virtual or in-person) -Limiting each session to small groups K-3 teachers and staff, and 4-6 teachers and staff	January/February 2022 Inservice Day Year One	Attendance documentation -Training session agendas/ notes -Materials and resources from training sessions -PD Certificate of training completion -Training feedback summary
The Equity Committee will acknowledge student voice by implementing student representatives on the Equity Committee	Equity Committee Members (staff, teachers, 2 administrators) students	Committee Meetings -Special Programs -Discussions	-Time constraints -Social distancing -creating process and procedures for student representatives	9/2020-6/2022 Year One	-Attendance documentation Committee agendas/minutes -Record of committee planned events/activities -Student Certificate

The Curriculum and Instruction SubCommittee members of the Equity Committee will participate in ELA Committee Meetings to review materials through an equity lens during PLCs.	Equity Committee- Curriculum and Instruction Sub-Committee Members & ELA Committee Members (teachers and administrators)	-Committee Meetings -PD /Training -Materials through multimedia -Professional Literature -PLC Meetings -ELA webinars and training	-Time constraints -Social distancing -time allotted for PLC work	9/2020-6/2022 Year One	Attendance documentation -Training session agendas/ notes -Materials and resources from training sessions -PD Certificate of training completion -Completed Stage 3 -Resource orders
No Place for Hate through ADL Project 1	Students Staff Parents Community Members	No Place for Hate Activities	-Social distancing -Time constraints	9/2020-11/2021	-Project 1 approval and completion from No Place for Hate Organization
No Place for Hate through ADL Project 2	Students Staff Parents Community Members	No Place for Hate Activities	-Social distancing -Time constraints	12/2021-2/2022	-Project 2 approval and completion from No Place for Hate Organization
No Place for Hate through ADL Project 3	Students Staff Parents Community Members	No Place for Hate Activities	-Social distancing -Time constraints	3/2021-5/2022	-Project 3 approval and completion from No Place for Hate Organization. -School qualifying as A No Place for Hate School for 21-22
Collaboration with NIOT (Not in Our Town)	Community Members Administration Staff	-NIOT Resources -Committee Meetings -Special Programs -PD/Training -Professional Literature	-Uncertainty of meeting formats (virtual or in-person) - Time constraints	9/2020-6/2022	-Record of activities -Increased community awareness and school support