

**WWPRSD**

**Equity Strategic Goal Plan**

May 24, 2022

Barbara Gould, Director of Counseling, Health, and Wellness

Anthony Jones, Diversity, Equity, and Inclusivity Coordinator

Strategic Goal Chair

Jessica Cincotta, High School South Principal

Strategic Goal Chair

Susan Totaro, Supervisor of Curriculum and Instruction, K-12

## **Mission Statement**

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.

## **Strategic Goals**

We believe that every individual has intrinsic worth, that embracing diversity enriches and empowers our community, and that people reach their full potential when encouraged to believe it is possible. Therefore, building upon our tradition of excellence, we will guide and support our students' growth, empowering them to value their individual learning journeys.

# WWPRSD Strategic Goals

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## Goal 1


Understanding that all students have diverse needs, backgrounds, and approaches to learning, we will integrate tools and structures to appropriately challenge and enable students to realize their full potential.

## Goal 2

Embracing a rapidly changing world, we will empower learners to assume active roles in their communities, to face and engage global challenges and to contribute proactively toward a more peaceful, just, inclusive, and secure world.

## Goal 3

Recognizing that children need to balance physical, social, emotional and academic needs, we will maintain a supportive culture and build structures for the health, safety, and well-being of the Whole Child.



LISTEN. Step back and  
hear what your kids  
are saying.

—Advice from a student panelist  
on how to support LGBTQIA students

“Because of the silence in our schools about disability, I’ve made it my mission to make the world a better place by increasing awareness about disability and shedding light on what it means to live the way I and other people with disabilities live.”

**-Student**

“At that age... you don't want to stick out. So a coping mechanism - a protection or shield - is to bob and weave between a group of your Black friends and other people. Or just totally stick together.” - **Alumnus**

“The media shows negative portrayals of people's dressing....and our children see that.” - **Parent**



“All children deserve to know they belong. All children deserve to feel safe. This law will help ensure Asian Americans are represented in our great American story,” Dr. Kani Ilangovan, founder of Make Us Visible NJ and **Community Member.**

## What we know...

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- When decision-making at all levels reflects a deep commitment to equity, diversity and belonging;
- When we open the curriculum so that each student has access to rigorous learning experiences aligned to their strengths;
- When curricular and extracurricular programs support inclusion rather than exclusion, reflecting neurodiversity and physical diversity as strengths;
- When each student is visible in terms of resources and opportunities; regardless of their race, sexual orientation, gender, gender identity, ability, religion, socio-economic class, ethnicity, and national origin;

***We shift outcomes for ALL.***

“



Goal 4:

*West Windsor-Plainsboro Regional School District will cultivate a diverse and inclusive community where members of every race, sexual orientation, gender, gender identity, ability, religion, socio-economic class, ethnicity, and national origin are welcomed, valued, respected, and celebrated.*

# STRATEGIC PLANNING PROCESS



## Formation of Strategic Goal Planning Committees and Timeline

### Winter/Spring 2021

- Formal adoption of Strategic Goal 4
- Naming of Strategic Goal Chairs
  - Jessica Cincotta, Principal of High School South
  - Susan Totaro, Supervisor of Curriculum and Instruction, K-12
- Identification of committees

### Process

- Collected data to highlight our strengths and opportunities.
- Created a draft vision that guides our work.
- Research.

# COMMITTEE CHAIRS

## BOARD POLICY AND PRACTICES

Gerard Dalton, Principal Millstone River School  
Lamont Thomas, Principal Grover Middle School

## CURRICULUM AND INSTRUCTION

Maureen Cook, Assistant Principal, J. V. B. Wicoff Elementary School  
Dr. Melissa Pearson, Supervisor of K-5 Mathematics

Paul Hamnett, Assistant Principal, Community Middle School  
Sukhpreet Singh, Assistant Principal, Community Middle School

## PROGRAMS

Barbara Gould, Director of Counseling, Health, and Wellness  
Jeff Santoro, Supervisor of Fine and Performing Arts K-12

## PROFESSIONAL DEVELOPMENT

# COMMITTEE GOALS

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## BOARD POLICY AND PRACTICES

Policies and procedures will reflect, directly and indirectly, equity-based principles and demonstrate a commitment to inclusivity, fostering belonging, and equitable outcomes for each student.

Programs, including, but not limited to: curricular and extracurricular activities, events, initiatives, and athletics, will reflect the needs and interests of our community in order to create equitable and inclusive opportunities for each student.

## PROGRAMS

## CURRICULUM AND INSTRUCTION

Critically evaluate, take action to ensure, and make visible curriculum, resources, pedagogy, and practices that create equitable and inclusive learning spaces for each student.

Provide targeted, differentiated, and responsive professional development to ensure that each student, staff, and community member are welcomed, valued, respected, and celebrated.

## PROFESSIONAL DEVELOPMENT

# Formation of Strategic Goal Planning Committees and Timeline

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## Summer 2021

- Continued refinement of goals and strategies
- Initial examination of current realities
- Creation of stakeholder matrix

## Process

- Prioritized areas that support our vision and designed activities for those areas.
- Met with district administrative team.
- Informed groups not already involved.



# DISTRICT STAKEHOLDER TEAM STRUCTURE AND MEETINGS

**DISTRICT STAKEHOLDERS**

**PURPOSE**

**STRUCTURE OF MEETINGS**

**STRATEGIC PLAN  
TEMPLATE**

# Formation of Strategic Goal Planning Committees and Timeline

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## 2021-2022 School Year

- Stakeholder representation on committees
- Additional supporting research
- Gap analysis with feedback loop for the draft plan and continued prioritization of activities

## Process

- Met monthly with Central Office Administration.
- District Stakeholder Meetings in November, March, and May.
- Continued collaboration with district administrative equity team.
- Created collaborative structures for equity building teams and departments.

# EQUITY STRATEGIC PLAN



# BOARD POLICY AND PRACTICES



# Committee Members

<b>Gerard Dalton</b>	<b>Committee Chair</b>
<b>Lamont Thomas</b>	<b>Committee Chair</b>
Catherine Arminio	Administrator
Christine Capaci	Administrator
Winston Delk	Alumni
Rakiya Hassan	Community Member
Veena Pai	Parent
Laila Williams	Student
David Eggert	Teacher
Michael Jackson	Teacher
David Westawski	Teacher

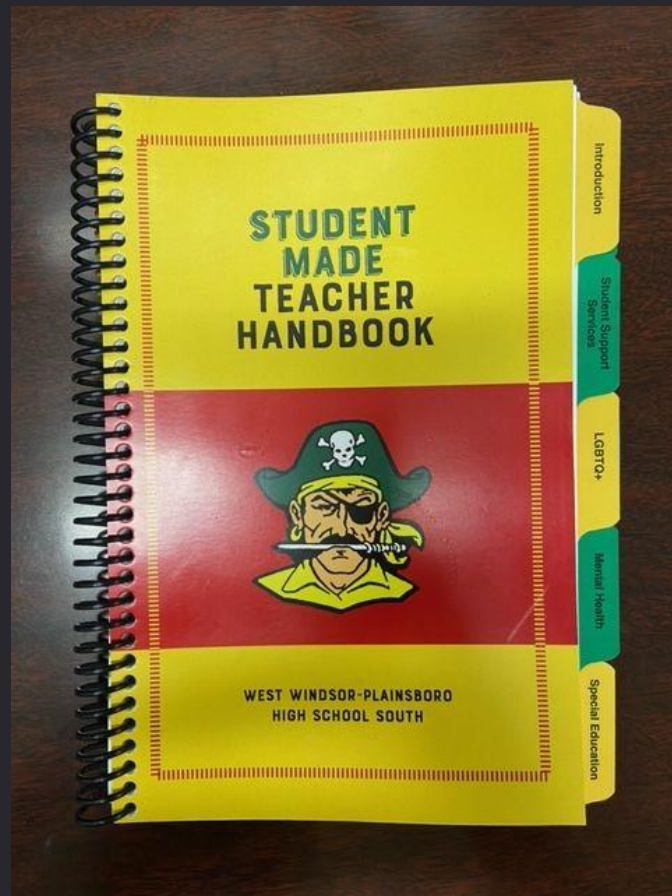
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*Policies and procedures will reflect, directly and indirectly, equity-based principles and demonstrate a commitment to inclusivity, fostering belonging, and equitable outcomes for each student.*

# Board Policy and Practices-Strategies and Activities

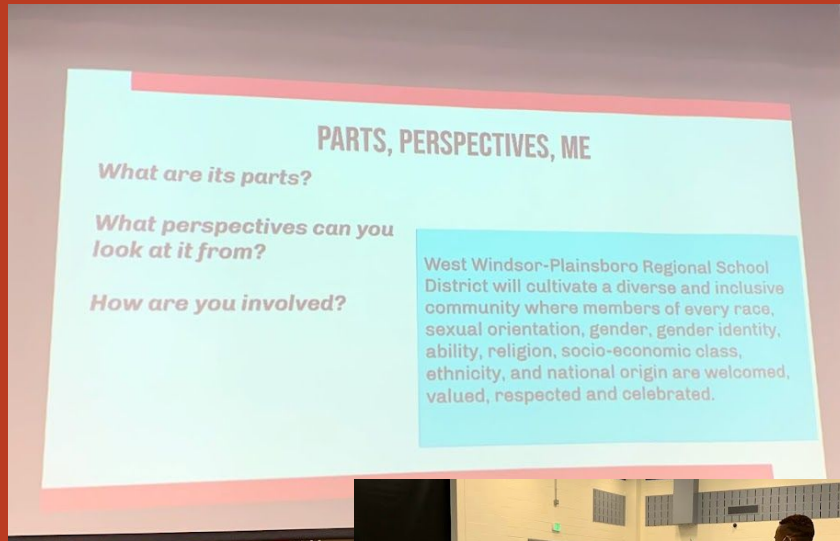
Strategy	Activity
Consult with Strauss Esmay Associates, LLP on equity related policies.	Obtain any anti-bias/equity policies and regulations we have not yet adopted.
Identify and engage key stakeholders in co-creating and revising policies, regulations, and procedures.	Adopt a system of ongoing training and support members of the policy team.  Create a community/student group to gather input/feedback regarding policies and potential policy changes.





## Board Policy and Practices-Strategies and Activities

<b>Strategy</b>	<b>Activity</b>
Develop and utilize a protocol to review identified policies, regulations, and procedures to ascertain if changes need to be made or if the policy in the current form advances the equity goal.	<p>Research existing tools and structures deployed for use in other districts that could promote the development of the WWPRSD process.</p> <p>Execute a timeline for specific review of policies in order of student impact priority.</p> <p>Create a structure for ongoing evaluation after initial review is complete.</p> <p>Create draft copies of recommended changes to be reviewed by the Board of Education Administration &amp; Facilities Committee.</p>
Recommend appropriate professional development for administration, staff, and community.	<p>Develop a plan to add equity conversations in staff meetings with planned (tiered) activities. Facilitate book clubs and school equity team meetings with staff. Bring in and introduce speakers/resources to the Parent Teacher Student Associations and Parent Teacher Associations for use in their meetings.</p> <p>Communicate the existence of new policies, regulations and procedures.</p>



# PROFESSIONAL DEVELOPMENT



# Committee Members

**Barbara Gould**

**Committee Chair**

**Jeff Santoro**

**Committee Chair**

Rachel Juliana

BOE

Lakshmilatha Mantha

Parent

Shaina Daniels

Teacher

Lauren O'Grady

Teacher

Tae Seo

Teacher

Rich Stec

Administrator

Edward Simon Cruz

Student

Jennifer Cooke

Teacher

Amanda Huelbig

Teacher

Pema Nodong

Teacher

Rebecca Pacella

Teacher

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*Provide targeted, differentiated, and responsive professional development to ensure that each student, staff, and community member are welcomed, valued, respected, and celebrated.*

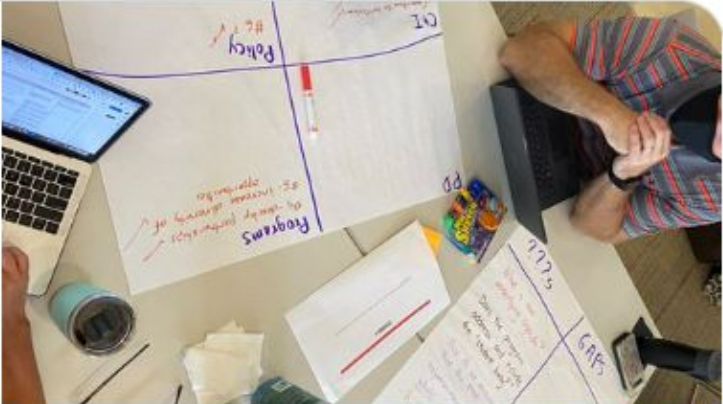
# Professional Development-Strategies and Activities

Strategy	Activity
Identify institutional practices that produce discriminatory trends in data that affect students.	Identify and implement an equity reflection tool.
Identify how students, faculty, staff, and community members are thinking and feeling about diversity, equity, and inclusivity in school.	Utilize a School Climate and Culture Survey for baseline data.
Develop ongoing broad and targeted professional development for all staff.	<p>Work with a group of stakeholders to determine professional development needs based on staff needs assessment.</p> <p>Determine if an outside consultant is necessary for ongoing professional development.</p> <p>Work with stakeholder group to evaluate and identify a framework to utilize as common language and tool for staff.</p> <p>Based on results from needs assessment, update and modify action plan.</p> <p>Develop and engage staff in professional development opportunities aimed at establishing common vision and language.</p> <p>Engage staff in equity and inclusivity training during faculty and department meetings.</p> <p>Create feedback form to be utilized in all professional development sessions .</p> <p>Gather feedback from professional development experiences throughout the year to inform future needs (district level).</p>

# Professional Development-Strategies and Activities

Strategy	Activity
<p>Develop ongoing and targeted professional development for specific groups (grade levels, content area, community, etc.).</p>	<p>Provide professional development on equity and inclusivity for all curriculum writers</p> <p>Engage new teachers in foundational equity work through new teacher orientation.</p> <p>Work with supervisors to develop professional development experiences for department meetings.</p> <p>Engage the district’s equity teams (administrative and building based) in ongoing professional development</p> <p>Engage district administrators in equity and inclusivity training related to the observation process.</p> <p>Engage district administrators in equity and inclusivity training related to giving feedback to staff.</p>
<p>Develop ongoing, targeted, and differentiated professional development for individuals .</p>	<p>Engage staff in professional development experiences based on belief work, curricular needs, policy work, and systemic needs.</p>

# Professional Development Around Belief Work





# Professional Development-Strategies and Activities

<b>Strategy</b>	<b>Activity</b>
Leverage staff and community partnerships to promote and deepen belief work.	Create a district level stakeholder committee.  Utilizing community input and student voice, collaboratively design professional development experiences for staff.
Develop communication methods to highlight professional development opportunities across the district.	Communicate publicly professional development provided within the district.  Generate an application process for facilitating proposed professional development.  Create and maintain a method of communication for professional development happening so all administrators are aware and can share with staff.

# Equity and Mental Health Partnership with Janet Haag, Executive Director of National Alliance on Mental Illness (NAMI)



Watchable by [wwprsd.org](http://wwprsd.org).

Mental Health Equity Program

# CURRICULUM AND INSTRUCTION



# Committee Members

**Maureen Cook**

**Committee Chair**

**Melissa Pearson**

**Committee Chair**

Pam Nathan

Administrator

Guy Tulp

Administrator

Kani Ilangovan

Parent/Community Member

Latoya Edwards

Parent/Community Member

Sarah Fernandez

Student

Nikhil Kishore

Student

Lauren Bower

Teacher

Stacey Lindes

Teacher

Haley Mangieri

Teacher

Olivia Marchitelli

Teacher

Jackeline Nicheporuck

Teacher

Lauren Wilkins

Teacher

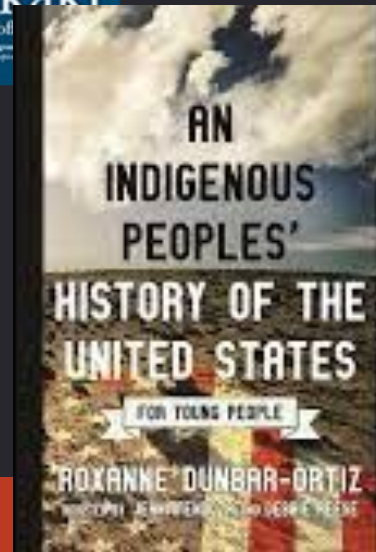
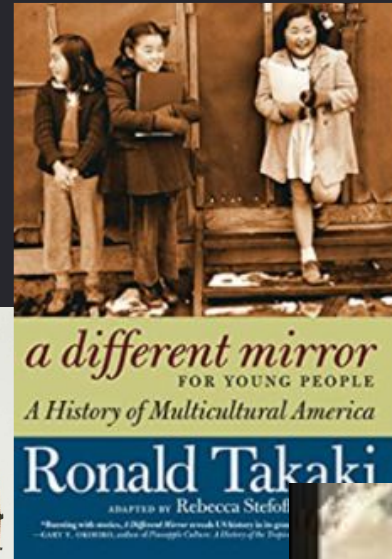
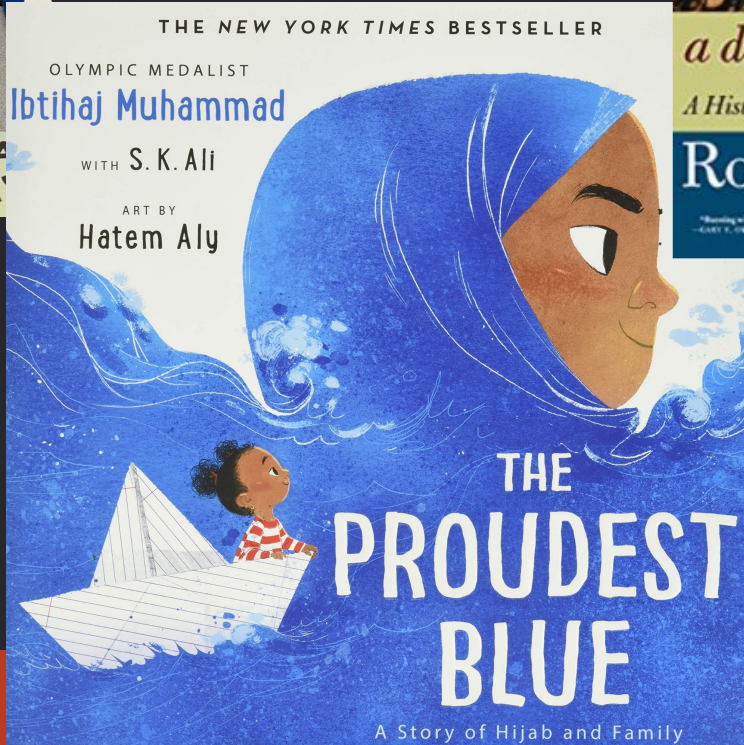
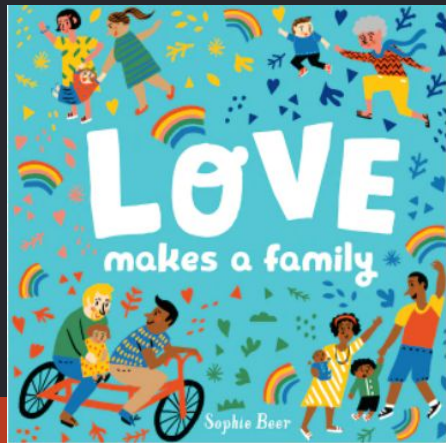
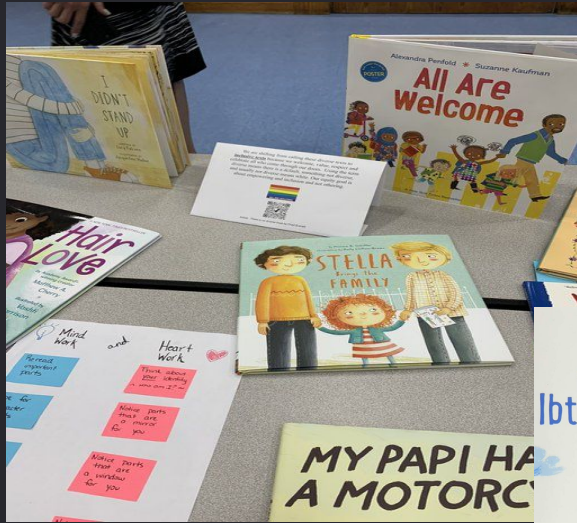
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*Critically evaluate, take action to ensure, and make visible curriculum, resources, pedagogy, and practices that create equitable and inclusive learning spaces for each student.*

# Curriculum and Instruction-Strategies and Activities

Strategy	Activity
<p>Critically evaluate curriculum resources, pedagogy, and practices that create equitable and inclusive learning spaces for all students.</p>	<p>Identify and implement equity reflection tool.</p> <p>Identify student materials that represent and affirm the diverse identities of our student population while also providing opportunities to explore and represent perspectives beyond their own experiences.</p> <p>Utilize a School Climate and Culture Survey for baseline data.</p> <p>Identify current structures in place at the building level to support diversity and inclusivity within our instructional practices.</p> <p>Program of Studies Review.</p> <p>Review instructional programming (AVID, Special Education, Basic Skills Math and Reading, ELL &amp; Bilingual, Dual Language Immersion, and other instructional programming).</p>



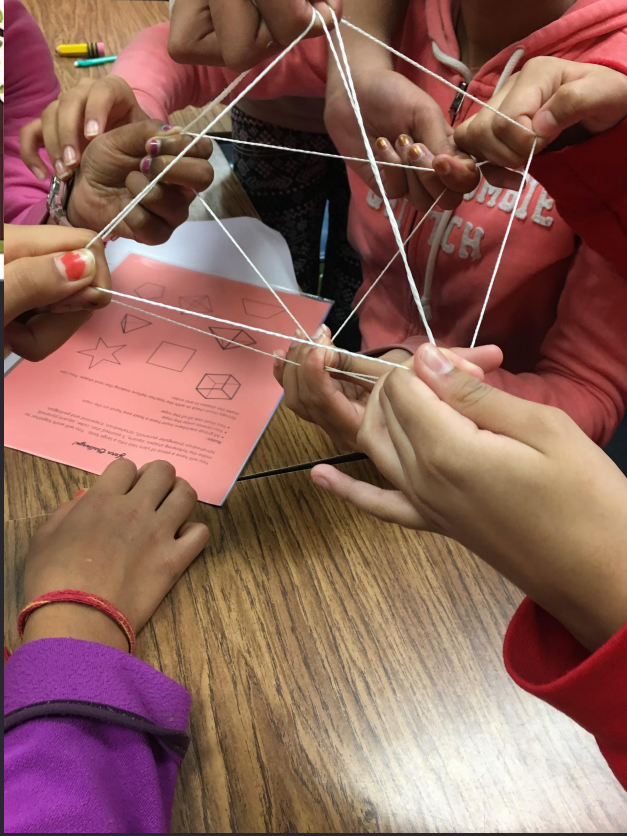
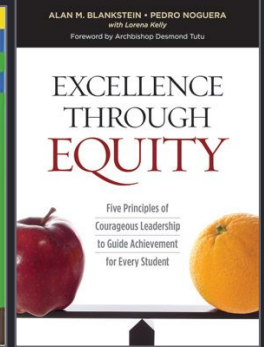
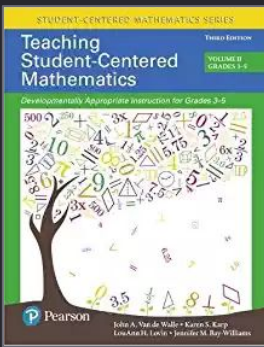
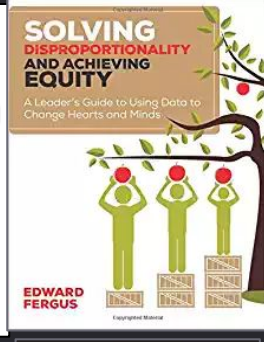
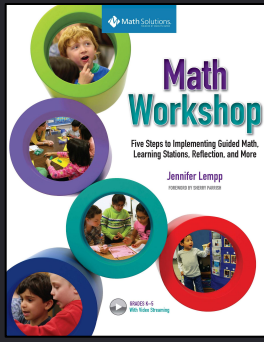
# Curriculum and Instruction-Strategies and Activities

Strategy	Activity
<p>Take action to ensure curriculum resources, pedagogy, and practices create equitable and inclusive learning spaces for all students.</p>	<p>Update curriculum to address equity needs.</p> <p>Identify and implement equity reflection tool (classroom library audits, curriculum, website, etc.).</p> <p>Incorporate student materials that represent and affirm the diverse identities of our student population while also providing opportunities to explore and represent perspectives beyond their own experiences .</p> <p>Update textbook adoption tools to reflect inclusivity.</p> <p>Refine walkthrough or instructional rounds protocols.</p>



# Curriculum and Instruction-Strategies and Activities

Strategy	Activity
<p><b>(Continued)</b> Take action to ensure curriculum resources, pedagogy, and practices create equitable and inclusive learning spaces for all students.</p>	<p>Implement protocols within the alternative evaluation process that address and support diversity and inclusiveness.</p> <p>Implement protocols within the observation process that address and support diversity and inclusiveness.</p> <p>Develop a cycle of research and review to maintain a diverse and inclusive curriculum.</p> <p>Pilot and implement differentiated levels within classrooms (e.g., piloting Advanced Algebra II/Advanced Algebra II Honors and World History/World History Honors within the same classroom).</p> <p>Take action based on review of instructional programming to remove barriers and disrupt inequities.</p> <p>Support diversity and inclusivity within our instructional practices at the building level.</p>



# Curriculum and Instruction-Strategies and Activities

Strategy	Activity
<p>Make visible curriculum resources, pedagogy, and practices that create equitable and inclusive learning spaces for all students.</p>	<p>Share and communicate curriculum updates that address equity needs.</p> <p>Create a library of equity self-reflection tools including textbook vetting resources.</p> <p>Create visual and other resources to cue and communicate equity and inclusivity and support implementation through Curriculum and Instruction.</p> <p>Notice and highlight inclusive practices visible in teaching and learning.</p>

# PROGRAMS



# Committee Members

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**Paul Hamnett**

**Committee Chair**

**Sukhpreet Singh**

**Committee Chair**

Laura Bruce

Administrator

Fay Kim

Administrator

Ajanta Shah

Parent/Community Member

Mary Ann Harpel

Parent/Community Member

Kaity Haley

Teacher

Christa Hannon

Teacher

Cristina Mato

Teacher

Allysa Teeter

Teacher

“

*Programs, including, but not limited to: curricular and extracurricular activities, events, initiatives, and athletics, will reflect the needs and interests of our community in order to create equitable and inclusive opportunities for each student.*

## Programs-Strategies and Activities

Strategy	Activity
Develop partnerships between schools and community organizations/members/alumni.	Create a process to support community outreach.
Provide leadership opportunities for students/alumni.	High school and middle school students leading sports clinics/clubs/events.
Increase awareness and benefits of extracurricular activities and athletics.	Promotional videos of success stories, social media, and website posts.
Create opportunities at all levels for identified needs in the community(clinics, mentors, clubs).	Increase diverse opportunities in alignment with survey data for engagement of students and families across all grade levels.
Continue to support the development of student and family programming.	Create a sense of belonging and foster social networks for students and families by providing opportunities for new programs.



You Retweeted

WW-P School District @WWP\_Schools · Dec 17, 2021

Through a partnership between the DEI Coordinator & the Counseling Office, #WWP held its first College & Career Event featuring alumni. Alumni from HSN & HSS visited w/ 10th grade HSS students about college, career & creating relationships w/ peers&teachers. Stay tuned for more!

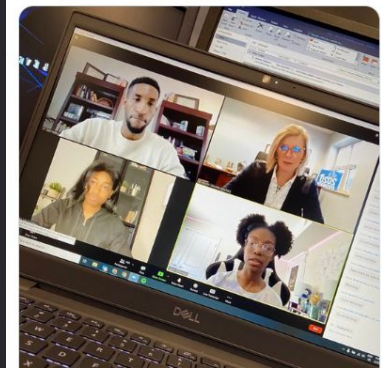


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Jessica Cincotta @cincottajessica · Feb 25, 2021

Huge shoutout to our #wwprsd students Caitlyn and Jaylyn, who have moderated the convo w our special guest, Joel Green, as he speaks on sports, business, race and #BlackHistoryMonth



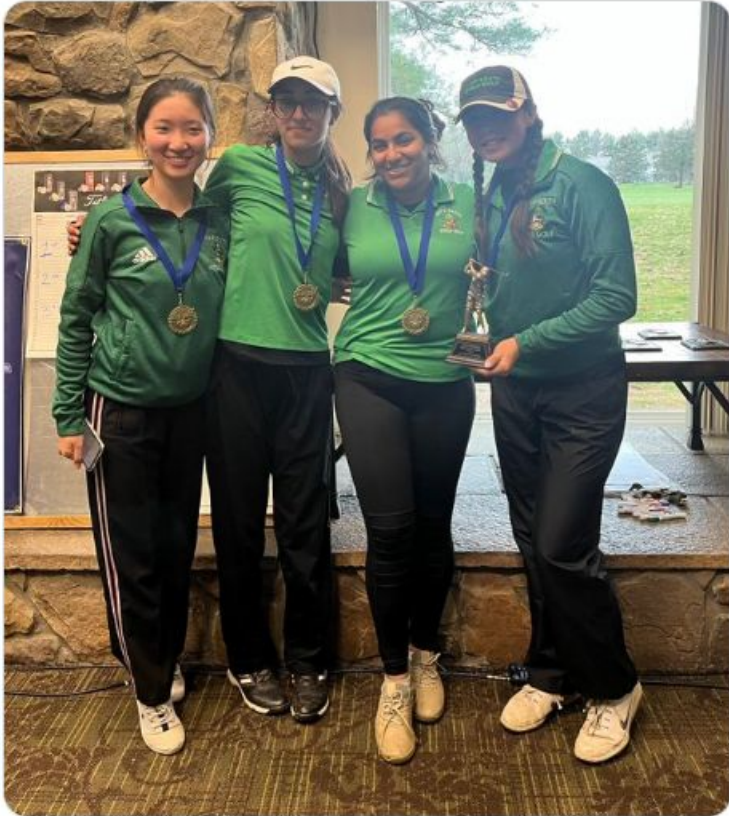


# Programs-Strategies and Activities

Strategy	Activity
Identify institutional practices that produce discriminatory trends in data that affect students.	Identify and implement equity reflection tool.
Identify how students, faculty, staff, and community members are thinking and feeling about diversity, equity, and inclusivity in school.	Utilize a School Climate and Culture Survey for baseline data.
Review current demographic data for extracurricular opportunities.	Utilize information from Genesis, Athletic Director, and nurses.
Review student costs for clubs/athletics.	Review of total student/family contributions for each club/activity/team.
Review the financial structure of athletic teams and/or activities.	Review West Windsor Plainsboro Education Association contract and school budget for additional items.

Jessica Cincotta @cincottajessica · Apr 5

#allinforhss golf team brings home a 1st place of 26 teams in their open tournament this year. #wwprsd @HSSCounselors



You Retweeted

Coach Colón @CoachColonWWPS · Apr 2

Congratulations to our first ever @GSEsportsorg State Champions in Rocket League Rumble and Team Chess! @WWP\_Schools @wwp\_athletics Colin Kraft, Ryan Collins, Matt Dolce, Suraj Oruganti, Aditya Joshi, and Adrien Vincent!



Christine Fityere @CFityere · Mar 19

United as one! 🤝 @wwp\_athletics @JonDauber @cincottajessica





# Next Steps



## Moving Forward

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- Celebration of the Equity work with the District Stakeholder Team.
- Complete prioritization matrix with District Equity Team.
- Launch Action Committees representative of all stakeholders.
- Plan for progress monitoring.

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*Thank you!*