

## **Timeline of Some BASD Activities that Have Occurred Over the past 2-3 years:**

Ongoing (many of these are longer than 2-3 years)

- Review and use of Board Policies regarding Harassment, procedures are followed as needed
- Student/Parent and Staff Handbooks shared and reviewed regularly, procedures followed as needed
- HR Department trainings (ex: videos, professional learning informational sessions)
- LGBTQ Awareness Training - mandatory and required for all existing and new staff
- School Wide Positive Behavior and Intervention Support programs in place and utilized in all 6 buildings
- “Community” and “valuing others” engrained in classroom environments and support curricula
- Most professional Learning days include sessions on diversity and inclusion
- Curriculum reviews following cyclical pattern, but as needed, too

Spring 2018 - Bellefonte Reads

- *The Hate U Give* by Angie Thomas was chosen by Bellefonte Reads Committee for One Book, One Bellefonte in 2018. This book which is now a movie addresses the issues of racism and police violence. Hundreds of books were distributed and read by young adults and families in the Bellefonte community. Dr. Saylor and the publisher provided study and discussion questions for readers and parents.

Last school year and plans into next year:

- Review and revision of the Social Studies curriculum for grades 6 - 12 began in April 2020. The SS teachers continue to revise, rewrite and create new courses within the SS curriculum. This process will continue into the next school year. But, we have already begun to analyze and evaluate the curriculum through another lens. During the week of June 22, 2020, Mr Fitzgerald, the Social Studies Department Chair shared some of the ideas that the HS SS department is considering and developing through the curriculum revision process regarding equity, diversity, historical perspectives, etc.
- Mr. Baughman (BAMS Vice principal) and Mrs. Garman (BAMS principal) met with Dr. Seria Chatters, the Diversity Specialist in the State College Area School

District last summer. Mr. Baughman continues to collaborate with Dr. Chatters and maintains discussions about potential programs and activities for BASD with her. He also has been in touch with Dr. Nicole Holland-Sims from PDE regarding potential Equity and Inclusion programs and gathering information from her.

- This past year, Dr. Saylor began an initiative through PDE for Inclusion and Equity and created booklets with a toolkit to begin training administrators. These booklets may be used in the trainings over the next year.
- January 20, 2020 - Mandatory diversity training for all staff, all day session with Shauna King. Her presentation was entitled "What We Say Matters" and also included activities in identifying and eliminating implicit biases.
- During this past year, Dr. Saylor took a team of 3 other admin to the statewide Equity and Inclusion Leadership Series/Workshops. While Dr. Saylor and Dr. MacFalls have left the district, Mrs. Michelle Simpson (Director of Human Resources) and Mr. Michael Baughman (BAMS Vice Principal) already began to plan for our own Equity and Inclusion Team at BASD. One of the tasks of this committee will be a complete curriculum audit and the incorporation of equity and inclusion into the curriculum where needed, as mentioned above. Additionally, Professional Learning sessions were presented by this team during this past school year, and these will continue at upcoming PL days, including an introduction to all staff during the Opening PL day in August.
- Mr. Baughman and Mrs. Simpson appointed to lead our Equity and Inclusion committee - June 2020
- Mr. Baughman, Mrs. Simpson, Mrs. Brown and Mrs. Burnaford most recently participated in webinars presented by PSBA. The 3 part series addresses equity/diversity/inclusion issues and suggests ways to improve our district practices. We will reach out to PSBA for more information and guidance, as needed, too.