



# Review of the Strategic Plan in the HSD

# Policy, Procedure, and Plan

[Anti Racism Policy](#)

[Anti Racism Procedure](#)

[Equity and Inclusion Strategic Plan](#)



# Strategic Plan Goals

**Promote  
Strategies to  
Eliminate Raced  
Based Disparities**

**Institutionalize  
inclusive and  
equitable  
practices.**

**Promote  
Inclusion and  
Engagement of  
all, particularly  
marginalized  
community  
members.**

## 2020-2023 Work- Link to presentation

Community	Staff and Students	Administrative	Recruit/Employ/ Retain
<p>Community Group (OQS)- Saturday workshop</p> <p>HSD School Board</p>	<p>Anti Racism Inquiry Group- Based on the work of <a href="#">BARWE</a></p> <p>JEDI Group (Justice, Equity, Diversity, Inclusion)</p> <p>Equity Team</p> <p>Student Equity Group</p>	<p>District Equity Advisory Committee</p> <p>Continuous Improvement Plan Goal</p> <p>Elementary Administrative Book Study</p> <p><i>Staff Resource</i></p>	<p>Job posting on HBCU</p> <p>Creative Lives Partnership</p> <p>IMS (Immersion Montessori School) Summer Program</p> <p>Hired Equity Coordinator</p> <p>Vermont Educational Equity Collective</p>

## EL10 Policy - Strategic Plan Action Categories

<b>Community Engagement</b>	<b>Leadership Capacity</b>	<b>Policy and Practice</b>
<p>Family Equity Team</p> <p>Equity Coordinator</p> <p>Community Outreach</p> <p><u>Juneteenth</u></p> <p>Multicultural <u>Celebration</u></p> <p>BIPOC Family Caucus</p> <p><u>HSD Website</u></p> <p>District Equity Committee</p>	<p>HSD Anti-Racism Inquiry <u>Group</u></p> <p>Independent Equity PD</p> <p>School Board Equity Trainings</p> <p>Culturally responsive teaching</p> <ul style="list-style-type: none"><li>- Venet Book groups</li><li>- Coaching for Equity</li></ul> <p>Administrative Council Meetings</p>	<p>Venet's work</p> <p>Policy Committee</p> <ul style="list-style-type: none"><li>- Review Policies</li><li>- Writing New Policies</li></ul> <p>School Board-Equity Grant</p>

## EL10 Policy - Race and Equity

Community engagement	PD opportunities
<p>Family Equity Team</p> <p>Equity Coordinator Community Outreach</p> <p><u>Juneteenth</u></p> <p>Multicultural <u>Celebration</u></p> <p>BIPOC Family Caucus</p> <p><u>HSD Website</u></p> <p>District Equity Committee</p>	<p>Mosaic</p> <p>HSD Anti-Racism Inquiry <u>Group</u></p> <p>Independent <u>Equity PD</u></p> <p>Outright Vermont</p> <p>School Board Equity Trainings</p> <p>Culturally responsive, trauma-informed teaching</p> <ul style="list-style-type: none"><li>- Alex Shevrin Venet <i>ECTIE</i> - book study</li><li>- Luvelle Brown, <i>Culture of Love</i> book study (FY24)</li></ul>

# Partners

**BARWE**- *Building Anti Racist White Educators*

**HCOREI**- *Hartford Committee on Racial Equity and Inclusion*

**Bria Wright**- *Learning for Justice*

**Dr. Melissa Crum**- *Mosaic Education Network*

**Vermont Partnership for Fairness and Diversity**- [Mary Gannon, Ed.D](#)

**Outright Vermont**- *Building a Vermont where all LGBTQ+ youth have hope, equity, and power*

**SNSC Upper Valley Special Needs Center**- *Advocate for and provides resources for special education*

**Unconditional Learning**- Alex Shevrin Venet