

# COMPENDIUM OF ACTION for BLACK STUDENT SUCCESS UPDATES

JUNE 2020



## POLICIES, PROGRAMS GUIDELINES AND PRACTICES

| ACTION ITEMS  | YEAR 1 (2018-2019)   | YEAR 2 (2019-2020)   | YEAR 3 (2020-2021)  | PERSON RESPONSIBLE  |
|---|--|--|---|---|
| 1. Intentional hiring of Black educators  | <ul style="list-style-type: none"> <li>Recruitment Fair for the Black community: 168 candidates applied for teaching/non-teaching positions. 70 individuals were hired for a variety of positions</li> <li>8 racialized administrators were hired during the 2019 Spring principals and vice-principal promotion process</li> <li>Equity Department working with Ontario Institute for Studies in Education (OISE) and University of Toronto Scarborough Campus (U of TSc) to recruit self-identified racialized students in the B.Ed Program to complete their teacher placement practicum in DDSB schools. The long-term goal is to recruit them to be supply teachers in DDSB upon completion of their program</li> </ul> | <ul style="list-style-type: none"> <li>13 racialized administrators were hired during the 2019 (spring and fall) 2020 (spring) principal and vice-principal promotion process</li> <li>5 racialized social workers were hired</li> <li>1 racialized psychometrists was added to staff list</li> <li>April 2020 Recruitment Fair for racialized individuals was postponed due to COVID-19</li> <li>Continued hiring of black educators across DDSB</li> </ul> | <ul style="list-style-type: none"> <li>Continued focus on hiring Black educators across DDSB</li> </ul>   | <ul style="list-style-type: none"> <li>DDSB Human Resource Department</li> <li>DDSB Senior Administration</li> </ul>  |
| 2. Revise Safe Schools policies to recognize Anti-Black Racism as a critical focus        | <ul style="list-style-type: none"> <li>Equitable Framework for Progressive Discipline completed</li> </ul>   | <ul style="list-style-type: none"> <li>On hold due to COVID-19</li> </ul>  | <ul style="list-style-type: none"> <li>Work with Safe Schools ongoing</li> </ul>  |   |
| 3. District Review by a trained equity team with an equity focus                          |  | <ul style="list-style-type: none"> <li>On hold due to COVID-19</li> </ul>  |   |   |
| 4. Include a component of Equity Reflection as part of the Teacher's Annual Learning Plan |  |  | <ul style="list-style-type: none"> <li>Begin negotiations with teacher Federation to ensure that Equity is a component on a teachers' Annual Learning Plan</li> </ul> | <ul style="list-style-type: none"> <li>DDSB Safe School Department</li> <li>DDSB Senior Administration along with representatives from DEAA and DSAA</li> </ul> |

## SHARED AND COMMITTED LEADERSHIP

| ACTION ITEMS   | YEAR 1 (2018-2019)   | YEAR 2 (2019-2020)  | YEAR 3 (2020-2021)  | PERSON RESPONSIBLE   |
|--|--|---|---|--|
| 1. Superintendent assigned specially to the Equity Portfolio   | <ul style="list-style-type: none"> <li>Two Supervisory Officers assigned to the Equity Portfolio</li> </ul>  |   |   | <ul style="list-style-type: none"> <li>DDSB Senior Administration</li> </ul>                           |
| 2. Partner with the Durham Black Educators Network (DBEN) to establish a Black Advisory Committee  | <ul style="list-style-type: none"> <li>Worked with DBEN to establish committee based on criteria set out in Compendium</li> <li>PAC established June 2019</li> </ul> | <ul style="list-style-type: none"> <li>Black Advisory Committee established. First meeting held in October 2019</li> </ul>  | <ul style="list-style-type: none"> <li>Black Advisory committee adds student voice and they will establish several sub committees to focus their work</li> <li>Reach out and connect with parents in order to improve the school experiences and opportunities of Black students</li> <li>Committee to meet on a bimonthly basis</li> <li>Meeting outcomes to be reported to Equity Ad Hoc Committee</li> </ul> | <ul style="list-style-type: none"> <li>DBEN Executive along with the DDSB Equity Department</li> </ul> |
| 3. Focused Training for Equity Leads   |  | <ul style="list-style-type: none"> <li>Family of Schools (FoS) Equity Leads begin training in Anti-Black racism – October 2019</li> <li>Training ongoing</li> </ul>   | <ul style="list-style-type: none"> <li>Training ongoing</li> </ul>  | <ul style="list-style-type: none"> <li>DDSB Equity Department</li> </ul>                               |
| 4. Draw upon the Indigenous and Racialized leadership programs to grow leadership of Black staff   | <ul style="list-style-type: none"> <li>Indigenous and Racialized Leadership Program continues to grow. There are 52 participants in the program</li> </ul>           | <ul style="list-style-type: none"> <li>Ongoing implementation of appropriate strategies to develop black staff leadership</li> <li>Superintendent meeting with black school leaders in June 2020</li> </ul> | <ul style="list-style-type: none"> <li>Black Administrators to meet throughout the year to discuss progress on identified issues</li> </ul>   | <ul style="list-style-type: none"> <li>DDSB Senior Administration</li> </ul>                           |
| 5. Collaborate with school leaders to foster an ongoing collaborative relationship with teacher federations to develop, deliver and support innovative practices that promote success for Black Students |  | <ul style="list-style-type: none"> <li>Teacher federation (ETFO) provided resource for CRRP Toolkit</li> </ul>  | <ul style="list-style-type: none"> <li>Equity Department working with schools to support innovative practices that promote success for Black students eg. Everyday Excellence</li> </ul>  | <ul style="list-style-type: none"> <li>Equity Department</li> <li>Leadership Department</li> </ul>     |



## SCHOOL COMMUNITY RELATIONSHIPS

| ACTION ITEMS  | YEAR 1 (2018-2019)   | YEAR 2 (2019-2020)   | YEAR 3 (2020-2021)  | PERSON RESPONSIBLE   |
|---|--|--|---|--|
| 1. Develop programs in partnership with community agencies to increase academic achievement   | <ul style="list-style-type: none"> <li>Partnership with 100 Strong to provide opportunities for Black male students to participate in program offerings and mentorship opportunities as well as developing self-advocacy skills</li> </ul> | <ul style="list-style-type: none"> <li>Engaged Village Parent Information Session to be reinitiated in the fall of 2020</li> </ul>   | <ul style="list-style-type: none"> <li>Establish an Ad Hoc Committee as part of the Black Advisory Committee to develop partnership programs for black youth that support student achievement</li> </ul>                                | <ul style="list-style-type: none"> <li>DDSB Equity Department</li> </ul> |
| 2. Continued mentorship with 100 strong throughout the school year  | <ul style="list-style-type: none"> <li>50 Students participated in 100 strong</li> </ul>   | <ul style="list-style-type: none"> <li>On hold due to COVID-19</li> </ul>  |   |  |
| 3. Create partnerships with families/ community members to support Grades 8-9 transitions to high school and lay out educational pathways using "Choosing my Success" |  |  | <ul style="list-style-type: none"> <li>Partnering with DBEN to run full year tutoring program in both elementary and high school</li> <li>DBEN to run a gap-closing Getting Ready for High School program for Black students</li> </ul> |  |
| 4. Increased communication of programs, initiatives and results via technology to allow easy access for DDSB parents and communities                                  |  | <ul style="list-style-type: none"> <li>The Equity Department in partnership with the Communications Department is currently working on ensuring that equity resources and communication of various district programs and initiatives is easy for parent to locate on the DDSB website</li> <li>Virtual welcome to high school for 15 in-risk students</li> </ul> | <ul style="list-style-type: none"> <li>Updated Compendium to be available online</li> </ul>   |  |

## INCLUSIVE CURRICULUM AND ASSESSMENT PRACTICES

| ACTION ITEMS   | YEAR 1 (2018-2019)   | YEAR 2 (2019-2020)  | YEAR 3 (2020-2021)   | PERSON RESPONSIBLE  |
|--|--|---|--|---|
| 1. Support for Black Studies Courses at Secondary Schools  | <ul style="list-style-type: none"> <li>Black Studies course implemented in 8 high schools</li> </ul>   | <ul style="list-style-type: none"> <li>Black Studies course implemented in 12 high schools</li> <li>Individual support provided to new teachers of this course</li> </ul>   | <ul style="list-style-type: none"> <li>Group meetings of staff who are teaching the Black Studies course – 2 per semester</li> </ul>   | <ul style="list-style-type: none"> <li>DDSB Equity Department</li> </ul>          |
| 2. Ensure that Afrocentric responsive curriculum is embedded in classroom practice   | <ul style="list-style-type: none"> <li>Create Black History Month resource for schools</li> <li>DDSB team to visit Black focused elementary schools to observe best practices</li> </ul> | <ul style="list-style-type: none"> <li>Black History Month resource shared throughout out DDSB</li> <li>DDSB team to visit Black focused secondary schools to observe best practices</li> </ul>   | <ul style="list-style-type: none"> <li>Expand Black History Month resource</li> </ul>  |   |
| 3. Develop Experiential exchange of best practices in Afrocentric pedagogy to enhance teachers' understanding of CRRP initiatives which include classroom and school visits during the day |  | <ul style="list-style-type: none"> <li>Culturally Relevant and Responsive Pedagogy (CRRP) toolkit and web tool continue to be implemented in schools – ongoing training of administrators and teachers</li> <li>Equity Officer and Facilitator to work with selected schools on CRRP</li> <li>Equity Officer and Facilitator continue to work with Family of Schools (FoS) Superintendent on Anti-Black racism</li> </ul> | <ul style="list-style-type: none"> <li>Ongoing from previous year</li> </ul>   | <ul style="list-style-type: none"> <li>DDSB School Administration Team</li> </ul> |
| 4. Each school to complete an Equity Audit of curriculum and available resources   |  | <ul style="list-style-type: none"> <li>On hold due to COVID-19</li> </ul>   | <ul style="list-style-type: none"> <li>Resume equity audit with ongoing Anti-Black racism focus</li> <li>Data from the equity audit is to be used to develop an actionable plan with timelines to address gaps identified</li> </ul> |   |
| 5. Educators will use Equity and Well-Being Continuum to ensure Black students are represented in resources, posters, bulletin boards and display cases in schools                         |  | <ul style="list-style-type: none"> <li>All secondary schools have an established equity team and equity audits were starting in this past winter</li> <li>Anti-Black Racism focus added to equity continuum</li> <li>DDSB staff to visit a TDSB Afrocentric secondary school</li> </ul>   | <ul style="list-style-type: none"> <li>Ongoing</li> <li>Each school to submit audit to family of schools superintendents review of resource is posters bulletin boards and display cases in schools</li> </ul>                       |   |





RELIGIOUS ACCOMMODATIONS PRACTICES

| ACTION ITEMS  | YEAR 1 (2018–2019)  | YEAR 2 (2019–2020)   | YEAR 3 (2020–2021)  | PERSON RESPONSIBLE  |
|---|---|--|---|---|
| 1. Build connections with Faith leaders                         | <ul style="list-style-type: none"><li>Creation of 2019 Accommodating Creed in Schools: An Inclusive Design Approach</li></ul> |  |   | <ul style="list-style-type: none"><li>DDSB Equity Department</li></ul>          |
| 2. DDSB will provide a space for prayer/reflection upon request |   | <ul style="list-style-type: none"><li>Ensure that every school has a space for prayer/reflection, if requested</li></ul> | <ul style="list-style-type: none"><li>All schools must have a prayer space for students</li></ul> | <ul style="list-style-type: none"><li>DDSB School Administration Team</li></ul> |



# SCHOOL CLIMATE AND THE PREVENTION OF DISCRIMINATION AND HARASSMENT PRACTICES

| ACTION ITEMS  | YEAR 1 (2018-2019) | YEAR 2 (2019-2020)   | YEAR 3 (2020-2021)  | PERSON RESPONSIBLE  |
|---|--------------------|--|---|---|
| 1. School staff and administrators are engaged in on-going training in culturally responsive approaches to progressive discipline, bias-free discipline and restorative practices |                    | <ul style="list-style-type: none"> <li>Partner with Safe Schools to create a series of workshops dealing with progressive discipline, re-engagement, bias-free discipline and restorative practices using the equity lens</li> </ul> | <ul style="list-style-type: none"> <li>The Equity Department in partnership with Safe Schools Department is examining discipline practices across the system to continue to ensure bias-free discipline practices</li> </ul>                      | <ul style="list-style-type: none"> <li>DDSB Equity Department and the Safe Schools Department</li> </ul>  |
| 2. New administrators will participate in bias-free progressive discipline training as a component of their on-boarding   |                    | <ul style="list-style-type: none"> <li>Bias free progrssive discipline training should be provided to new administrators (on hold due to COVID-19)</li> </ul>  | <ul style="list-style-type: none"> <li>Work collaboratively with Safe Schools Department, Assessment and Accountability Department to asking specific questions around experiences with Anti-Black racism on the School Climate Survey</li> </ul> | <ul style="list-style-type: none"> <li>DDSB Human Resource Department</li> </ul>  |
| 3. School Climate surveys will include self-identification and questions around harassment and Anti-Black racism  |                    | <ul style="list-style-type: none"> <li>The School Climate Survey includes questions about being bullied or harassed due to race</li> </ul>   |   | <ul style="list-style-type: none"> <li>Safe School Department</li> <li>Equity Department</li> <li>Assessment and Accountability Department</li> </ul> |





## PROFESSIONAL LEARNING

| ACTION ITEMS   | YEAR 1 (2018–2019)   | YEAR 2 (2019–2020)   | YEAR 3 (2020–2021)   | PERSON RESPONSIBLE   |
|--|--|--|--|--|
| 1. Mandatory training for Kindergarten, Guidance, SERT and intermediate teachers in Anti-Black racism and unconscious bias | <ul style="list-style-type: none"> <li>Equity training for senior staff with Nauman Ashraf (2018) and Shakil Choudhury (2019)</li> <li>Training developed and initiated for staff Kindergarten teachers (spring 2019)</li> </ul> | <ul style="list-style-type: none"> <li>Equity Officer and Facilitator to develop and facilitate Equity training workshops for CUPE employees on the PD day</li> <li>Training developed implemented for guidance teachers SERTs and intermediate teachers as part of the Unlearn Summer conference</li> </ul>   | <ul style="list-style-type: none"> <li>Training for all 4 identified teaching groups, additional teaching groups, Inclusive Student Services and DDSB staff ongoing</li> <li>Dr. Nicole West-Burns working with a number of Durham schools with a focus on Anti-Black racism</li> <li>Training for all 4 identified teaching groups, additional teaching groups, Secondary Curriculum, Inclusive Student Services, and DDSB staff ongoing</li> </ul> | <ul style="list-style-type: none"> <li>DDSB Equity Department</li> </ul> |
| 2. Anti-Black racism training for DDSB employees, community partners and volunteers  | <ul style="list-style-type: none"> <li>Training for Kindergarten teacher, in attendance at anti-oppression training offered to staff</li> </ul>  | <ul style="list-style-type: none"> <li>Ongoing training with schools to develop a better understanding of Anti-Black racism and systemic practices that put Black students at a disadvantage</li> <li>Unlearn conference offering a wide variety of workshops on Anti-Black racism (August 2020)</li> <li>Mandatory Anti-Black racism training began in the fall of 2019 for all DDSB administrators</li> <li>Educating teachers on how to engage in critical conversations about race through: <b>Invitation into Critical and Courageous Conversations about Race</b></li> </ul> | <ul style="list-style-type: none"> <li>Anti-Black racism training for DDSB employees on going.</li> </ul>  | <ul style="list-style-type: none"> <li>DDSB Equity Department</li> </ul> |
| 3. Provide senior staff, administrators and trustees training on Anti-Black racism   | <ul style="list-style-type: none"> <li>Ongoing Race and Privilege Workshops</li> <li>Equity training for senior staff with Nauman Ashraf (2018) and Shaquil Choudhury (2019)</li> </ul>  | <ul style="list-style-type: none"> <li>Unlearn – conference offering a wide variety of workshops on Anti-Black racism (August 2020)</li> <li>Anti-Black racism training began in the fall of 2019 for Administrators</li> </ul>  | <ul style="list-style-type: none"> <li>Continue to build content knowledge with administrators of how Anti-Black racism presents in schools</li> <li>Dr. Nicole Westburns working with DDSB administrators with a focus on Anti-Black racism</li> </ul>  | <ul style="list-style-type: none"> <li>DDSB Equity Department</li> </ul> |



# ACCOUNTABILITY AND TRANSPARENCY

| ACTION ITEMS  | YEAR 1 (2018–2019)  | YEAR 2 (2019–2020)   | YEAR 3 (2020–2021)  | PERSON RESPONSIBLE   |
|---|---|--|---|--|
| 1. Utilizing Faces on the Data, schools will use data to ensure all students have access to, and see themselves represented in the curriculum   | <ul style="list-style-type: none"><li>• Board-wide Census completed</li></ul> | <ul style="list-style-type: none"><li>• Equity Officer and Facilitator to provide support to schools identified by FoS Superintendents for a variety of ways to analyse data and develop next steps for equitable outcomes</li></ul> | <ul style="list-style-type: none"><li>• Ongoing</li></ul> | <ul style="list-style-type: none"><li>• DDSB Senior Administration</li></ul>                           |
| 2. Gather qualitative data from Black Focus groups and interviews with those who identify as Black (students, parents, educators and advocates) to inform practice and planning for Black Student Success |   | <ul style="list-style-type: none"><li>• School Improvement Teams to use data to inform practices that will lead to increased student achievement</li></ul>   | <ul style="list-style-type: none"><li>• Ongoing</li></ul> | <ul style="list-style-type: none"><li>• Equity Department</li><li>• Black Advisory Committee</li></ul> |

