



FRANKLIN PUBLIC SCHOOLS

2022-23 DIVERSITY, EQUITY, AND INCLUSION PLAN

VISION

The Franklin Public Schools (FPS) will foster within its students the essential knowledge and skills as defined by the FPS *Portrait of a Graduate*: confident and self-aware individual; empathetic and productive citizen; curious and creative thinker; effective communicator and collaborator; reflective and innovative problem-solver.

CORE VALUES

FPS is Committed to...

- the Social-Emotional Development of Students
- a Safe and Inclusive School Culture
- Setting High Expectations for Student Success
- Creating a Collaborative Community

THEORY OF ACTION

IF we...

- Nurture a safe, supportive, inclusive, and collaborative learning environment
- Provides children with an engaging and rigorous curriculum with exemplary instructional practices that support and challenge students to reach their full potential through personalized learning opportunities;
- Engage the community in effective two-way communication in order to support student learning

THEN each Franklin student will develop the necessary social-emotional, academic, and career skills to be a productive citizen in an ever-changing world.

FRANKLIN'S EQUITY STATEMENT

Franklin Public Schools is committed, through its educational mission, to building an anti-biased and socially-just school system. Members of our school community committed to the process of listening, learning, acting, and reflecting in order to

- affirm the diversity among community members;

- promote equity and accountability by providing resources and opportunities and reducing barriers to success;
- foster a safe and inclusive school environment so that each student and faculty/staff member truly belongs and is empowered to participate in decision-making.

As a system and as individuals, we are responsible for proactively taking steps to prevent bias; similarly, we are responsible for illuminating and addressing bias and discrimination when incidents occur.

STRATEGIC OBJECTIVES

1. Support the Social-Emotional Well-being of Students and Staff	2. Provide Engaging and Rigorous Curriculum	3. Deliver High-Quality Instruction to Meet the Academic and SEL Needs of Each Learner	4. Engage in Effective Two-Way Communication to Support Student Learning	5. Affirm Diversity, Equity, and Inclusion for All Students
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The Franklin Public Schools organizes its improvement efforts around strategic objectives as noted above. All objectives are approached through a culturally proficient lens. In order to do this, FPS has established a Diversity, Equity, and Inclusion Committee comprised of administrators, educators, School Committee representatives, and students to initiate action steps to progress towards an inclusive, culturally proficient school community.

Strategic Objective #5: Affirm Diversity, Equity, and Inclusion for All Students

Franklin Public Schools is committed, through its educational mission, to building an anti-biased and socially-just school system. Members of our school community commit to the process of listening, learning, acting, and reflecting.

Strategic Initiative	Person(s) Responsible	Goal	Action Steps	Anticipated Outcomes & Evidence (Year 1)
5.A. Develop an Equity Action Plan to meet the needs of all learners	Administrator, DEI Director DEI Committee	Develop a multi-year Equity Action Plan	<ol style="list-style-type: none"> 1. Communicate recommendations with stakeholders 2. Begin implementing priority recommendations during the 2022-23 school year (Year Zero) 3. Provide opportunities for input/feedback 4. Develop annual goals and benchmarks 	<ul style="list-style-type: none"> • Develop a discipline matrix • Utilizing district-wide systems to monitor/analyze biased-based incidents (Panorama) • Engage students, staff, and community in an

			5. Utilize MASS Racial, Equity Diversity, and Inclusion (REDI) Framework to understand our point of entry connected to belonging and identity	awareness campaign
5.B. Strengthen level-based supports for students, staff, and leaders	DEI Director	Further cultivate student relationships and learn more about students' experiences across levels	<ol style="list-style-type: none"> 1. Attend existing student group and club meetings at FHS 2. Facilitate existing student resource group meetings at the middle schools 3. Explore ways to expand elementary-level mentoring program 	<ul style="list-style-type: none"> • Provide a supportive school environment with opportunities to elevate student voice
	DEI Director Administrators Educators	Continue to support level-based support systems for students	<ol style="list-style-type: none"> 1. Co-lead <i>A World of Difference</i> (ADL) program with staff advisors 2. Co-facilitate learning series to support middle and high school ADL Peer Leaders 3. Create opportunities for ADL Peer Leaders to mentor/teach student peers 4. Partner with DESE Safe Schools Program to provide staff professional learning focused on providing an inclusive and safe school environment for all students. 	<ul style="list-style-type: none"> • Build students' confidence and leadership capacity • Strengthen the school culture and ecosystem for students
	DEI Director Administrators	Enhance learning opportunities and develop support networks and structures	<ol style="list-style-type: none"> 1. Facilitate Administrative Team meetings focused on DEI, and anti-bias practices 2. Support ongoing staff professional learning opportunities focused on belonging, social identity 3. Develop a district-wide equity toolkit to serve as a resource for all staff (i.e. website, etc.) 4. Create a monthly DEI newsletter for school administrators 	<ul style="list-style-type: none"> • Build administrator and staff understanding and skills to further the DEI work • DEI Staff Toolkit (resources, communications, restorative practices) • DEI Newsletters for Leaders

	DEI Director Administration	Develop DEI support networks and structures	<ol style="list-style-type: none"> 1. Participate in the Massachusetts DESE Racial, Equity Diversity, and Inclusion (REDI Framework) 2. Participate in the state, regional, and local DEI cohort meetings (DESE's MASS, Collaborative Groups, ACCEPT, etc.) 3. Partner with DESE Safe Schools Program 	<ul style="list-style-type: none"> ● Establish partnerships with community and state organizations ● Resources for administrators and staff
5.C. Family Engagement and community partnerships in DEI Efforts	DEI Director	Engaging families to develop culturally responsive partnerships between home and school guided by the Massachusetts Statewide Family Engagement Coalition and Harvard Graduate School of Education (Dr. Karen Mapp's Essential Guide for Engaging Families)	<ol style="list-style-type: none"> 1. Host community meetings to further discuss the Equity Audit 2. Establish <i>Community Coffee Hours</i> for families to serve as listening opportunities 3. Support families in building school partnerships using <i>Mass Framework for Family Engagement</i> to amplify two-way communication (Winter 2022) 4. Host community conversations focused on DEI themes with community groups. (Spring 2023) 5. Provide back-to-school support for families in our community (Summer 2023) 	<ul style="list-style-type: none"> ● Two-way communication ● Evidence of established culture of family and community engagement ● "Welcome Center" for families within our community