

District 2 Feedback

Your draft strategic plan is a strong first step at articulating the direction your integration strategy, and will serve as a critical tool at guiding the implementation of this work. We also want to commend you on your community engagement activities. The creation of the Student Equity Leader Development and partnering with NYU's Metro Center is a great way meaningfully incorporate student perspectives into your integration strategy. **We encourage you to think through each of your "if...we" statements and plan for ways in which student voices can be incorporated into the planning and monitoring of your Strategic Plan.**

We also want to congratulate you on the formation of your working group. The thought that you have put into its structure and committees will serve you well as you plan to carry this work towards implementation. We encourage you to share this planning with other members of the PLC during Session IV, as we all think about what our implementation teams will look like. We also noticed that your working group met for the first time on October 17. **Are there any lessons learned from that discussion that you should incorporate into your Strategic Plan?**

As we have covered in past sessions, we expect that your integration strategy should consider the problem of segregation in your district at the district, school, and classroom level for specific subgroups (socioeconomic status, race/ethnicity, ELL/MLL, differently abled students, etc.), and include how you can address those issues through (1) school enrollment and classroom placement, (2) representative and culturally competent educators, (3) educator training on culturally responsive-sustaining practices, (4) culturally responsive-sustaining curriculum and materials, and (5) review/revision of policies to align them with integration and culturally responsive-sustaining goals. Please continue to revisit these goals and ask what revisions can be made to ensure you are mindful of them as you continue to work on your Strategic Plan.

Your strategic plan is **actionable** in that you have defined a good set of actions, outcomes and impacts that provide a clear blueprint for how you plan to move towards, monitor, and achieve your integration strategy. Your inputs identify specific resources, actors, groups, committees, and conditions that are needed. Your actions address key domains of activity and provide detail to anchor the work. Your identified outcomes incorporate (or are set up to incorporate) specific measurable components to compare your early results with expectations, to monitor progress, and allow for adjusting actions as needed for continuous improvement. **Consider how you may further develop specific actions to ensure that you are monitoring and assessing the great ideas you have so you know whether you are on track to achieve your outcomes and impacts.**

Your strategic plan is **comprehensive and cohesive** in that it is apparent how your "then" statements flow from your "if" statements. The plan logically considers how to advance each one of your "if we..." statements at the district, school, and classroom levels **though check to ensure you are planning for these levels throughout each of your "if...we" statements.** Consider whether your inputs have taken into consideration external conditions and necessary resources that need to be present. Consider whether your actions form a cohesive strategy to address all components of your 'if.. then' statement. Consider whether your outcomes provide defined benchmarks to monitor progress and set up future achievements.

Your strategic plan does a great job at addressing culturally responsive and sustaining practices. *As you continue revising based on community feedback and further discussions and analysis, consider how to make your strategic plan **more comprehensive**.* For example, we noticed that in your actions you addressed the collaboration with other institutions to develop a more diverse teaching and student teaching force. Consider how can you incorporate this important work you have done into domains of this work. Additionally, while your strategic plan is strong in its focus on addressing segregation at the district level, it is less clear how at a high-level you plan to address segregation at the classroom level. Moreover, consider how you plan to ensure equitable pathways to admissions, enrollment, programming, and processes for specific student subgroups (ELL/MLL, differently abled students, race/ethnicity, socioeconomic status). *What specific things do you need to analyze and change to ensure diversity?*

Your strategic plan is **inclusive** in that it takes into consideration multiple levels of stakeholders throughout every step of the process. Your inputs reflect the diverse stakeholders in your community and plan for expansive, continuous engagement and partnership development. Your actions exemplify how to maintain relationships with diverse school-level stakeholders and community members. *We encourage you to think through how students and parents may be more involved in your plan, including in your first “if we” statement.*

Your strategic plan is **values-driven** in that it considers all stakeholders experiences in a way that is purposeful to ensure the accomplishment of your vision. For instance, your outcome “School Staff and students will feel empowered to raise and address issues of bias and/or disproportionality” reflects a value driven characteristic. Your inputs take into consideration all affected communities, groups, and coalitions in your district. Your actions ensure alignment between each action and your overarching integration vision. *There are actions at the district and school level, however, you might include actions at the classroom level. Take into consideration the potential for changing attitudes, behaviors, and practices in your community.*