

## Jamesville-DeWitt School District Commits to Equity

Dear Members of the Jamesville-DeWitt Community,

Jamesville-DeWitt has a legacy of academic rigor, athletic accomplishment, and artistic excellence built by generations of students, teachers, administrators and our community. Our mission is to prepare all students to achieve and succeed, to respect themselves and others, and to practice life-long learning in an ever-changing, richly diverse environment.

Jamesville-DeWitt is dedicated to the academic, artistic, social, emotional and physical development of each student. We are committed to providing a safe, caring, inclusive, equitable, and challenging learning environment that is free from discrimination and harassment, and to building a community that celebrates our differences.

We stand united in support of all students and staff members, regardless of race, religion, country of origin, gender identity, sexual orientation, and/or ability.

We will continuously search for new ways to improve the enriched learning environments at our schools, eliminate disproportionality, and build equity for all students.

We are currently:

- Examining district-level data collected and analyzed by consultants from the Perception Institute and the University of Rochester to inform the development of our new five-year Strategic Plan;
- Providing professional development for our faculty and staff regarding racial bias, stereotype threat, and racial anxiety;
- Re-convening our Curriculum Council to develop a plan to ensure we have rigorous, effective, and culturally literate curriculum;
- Reviewing all our district policies to ensure they reflect current law, best practices, and our vision for Jamesville-DeWitt; and,
- Creating a new Equity Policy that outlines our district's commitment to ensure all students can succeed.

Given this, we recognize the immediate need for increased capacity and expertise. We will begin a search for a new Assistant Superintendent for Curriculum, Instruction, and Equity in January 2020. This Assistant Superintendent will lead efforts to strengthen curriculum, instruction and professional learning and to deepen our commitment to diversity, equity and inclusion.

This is a multi-year journey. One that requires courageous personal and professional growth. We want all of our students and families to feel welcome and supported. We recognize our dedicated faculty and staff for beginning the hard work of self-reflection, open-mindedness, and engagement in professional learning. We commit to fostering dialogue throughout our faculty, staff, students, and community and to increasing accountability and transparency. Join us in stepping forward to support our students; empower our teachers, administrators, and staff; celebrate our diversity; strengthen our community; and ensure that Jamesville-DeWitt's legacy of excellence is supportive of all our students. We are J-D!

Moving forward together,



Dr. Peter Smith, Superintendent



Susan Petrosillo, President  
(on behalf of the entire Board of Education)