



# The Importance of Diversity Equity & Inclusion in a Leadership Vision

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# Components of a Leadership Vision

- Board of Education Approved Equity Policy
- District Equity Statement
- Develop Vision & Mission Statements with embedded DEI
- Establish DEI Priorities into Strategic Plan



# Commitment to Equity & Excellence

**Danbury Public  
Schools develop a  
policy  
demonstrating its  
commitment to  
equity.**





# OUR VISION, MISSION & VALUES

## VISION

Danbury Public Schools aspires to advance ALL learners to their highest potential.

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## MISSION

Danbury Public Schools, in partnership with families and the community, provides transformational learning experiences, designed to nurture thoughtful and prepared graduates.

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## EQUITY STATEMENT

Danbury Schools believes that all students can learn and be successful with quality teaching and individualized resources. The District is committed to improving educational outcomes for all children by fostering such a learning environment. Danbury Public Schools is responsible for ensuring equity in our practices and policies and creating safe, respectful, and welcoming environments. Educational Equity in Danbury means that students experience joy in learning and can see themselves reflected in the content and context of their learning, as well as the educators who serve them. Our actions - the intentional and thoughtful removal of barriers and biases and the development of policies and practices that lead to successful outcomes - are driven by inclusion and a reputation for excellent education in Danbury Public Schools



# Strategic Plan - Guiding Principles

## PRINCIPLES

We are committed to ensuring ALL students are at the center of every action and decision by developing systems of support that focus on five critical components:

### Teaching and Learning

Provide equitable learning environments and culturally relevant curricular experiences, by working relentlessly to provide the opportunities and professional resources needed to help students reach unbounded success.

### Talent Acquisition

Recruit, employ, and retain a culturally competent workforce that reflects the full diversity of our students.

### School Culture

Promote a welcoming and nurturing school culture focused on developing meaningful relationships, high academic expectations and partnerships with students, families, teachers, staff, and the community.

### Professional Capacity

Develop effective leaders and teachers through relevant, job-embedded professional learning and ongoing support of continuous improvement for all educators.

### Operations, Fiscal Responsibility and Advocacy

Ensure coherence and equity regarding the staffing, resource allocation, and operational funding of district, school and program improvement, that meets the needs of our school community.

# SIX PRIORITIES OF OUR DISTRICT VISION



1

**TEACHING and LEARNING**

2

**STAFF DEVELOPMENT**

3

**TALENT ACQUISITION**

4

**SCHOOL CLIMATE**

5

**MEANINGFUL COLLABORATION**

6

**RESOURCE ALLOCATION**



# SIX STRATEGIES OF OUR DISTRICT VISION

1

## TEACHING & LEARNING

We will provide equitable learning environments and experiences that are rigorous, inclusive, and culturally responsive that prepare learners for post secondary success.



# SIX STRATEGIES OF OUR DISTRICT VISION

2

## STAFF

### DEVELOPMENT

We will develop and enhance the skills of our educators, and competencies of all district staff, through a lens of cultural responsiveness, to reach the needs of our diverse learners.





# SIX STRATEGIES OF OUR DISTRICT VISION

3

## TALENT ACQUISITION

We will recruit, employ and retain a culturally responsive workforce that embraces diversity and best supports the educational needs of our students.

# SIX STRATEGIES OF OUR DISTRICT VISION



## 4

### SCHOOL CLIMATE

Promote a safe supportive learning environment that nurtures the social emotional growth and civic responsibilities for all students, families and staff.



# SIX STRATEGIES OF OUR DISTRICT VISION

5

## MEANINGFUL COLLABORATION

We will partner with families, communities and the public and private sectors to foster vested interest in schools and collectively create opportunities for deeper engagement for student learning and success.



# SIX STRATEGIES OF OUR DISTRICT VISION

6

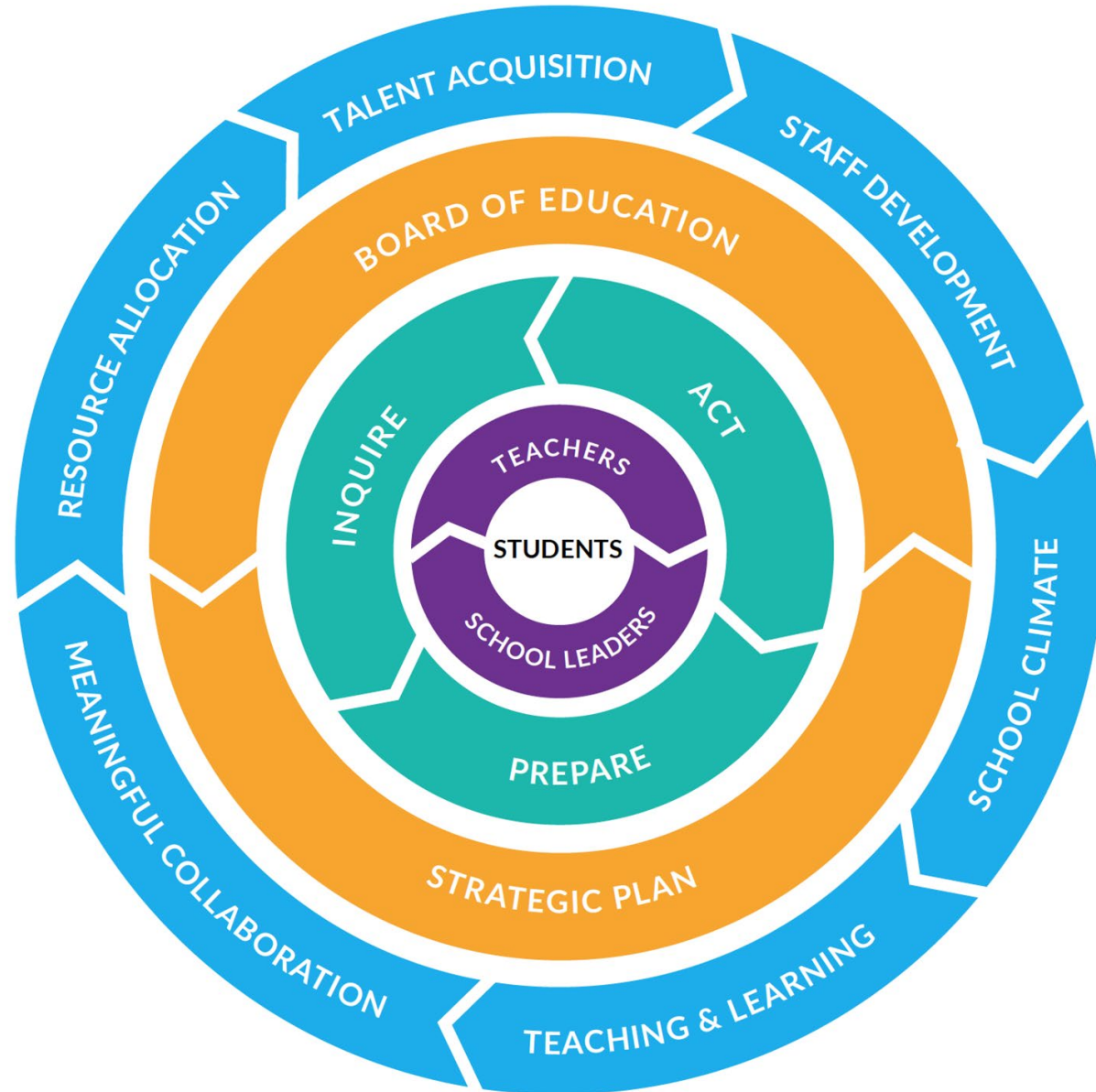
## RESOURCE ALLOCATION

We will establish a transparent, coherent, and efficient budget that ensures equitable distribution of resources, allocated to support and sustain the District's vision and mission.



# COHERENCE

We will establish measurements and review data regularly to monitor compliance with our plan.



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