

# Auburn

Enlarged City School District

MY BROTHER'S KEEPER

**MBK**

COMMUNITY  
ACTION PLAN

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# Auburn

Enlarged City School District



Harriet Tubman  
Administration Building  
Office of the Superintendent

September 24, 2024

Dr. Betty A. Rosa  
New York State Education Building  
89 Washington Avenue  
Albany, NY 12234

Dear Commissioner Dr. Rosa,

The Auburn Enlarged City School District and the City of Auburn are fully committed to supporting the My Brother’s Keeper initiative. In order to expand the work of the Auburn Enlarged City School District’s My Brother’s Keeper, we welcome the opportunity to be a part of the New York State My Brother’s Keeper Community Network.

Our district’s My Brother’s Keeper initiative was launched this January to serve young men of color. We recognize the challenges faced by these young people. The Auburn Enlarged City School District supports the six national MBK milestones that are focused on ensuring that all children/youth:

1. Enter school ready to learn;
2. Read at grade level by third grade;
3. Graduate from high school;
4. Complete postsecondary education or training;
5. All youth out of school are employed, and
6. All youth remain safe from violent crime.

In addition to supporting the six milestones set at the national level, we are also committed to supporting the six NYS MBK Priorities:

1. Ensuring equitable access to high-quality schools and programs;
2. Expanding prevention, early warning, and intervention services;
3. Using differentiated approaches based on need and culture;
4. Responding to structural and institutional racism;
5. Making comprehensive and coordinated support services widely available; and
6. Engaging families and communities in a trusted and respectful way.

We are proud to stand beside the New York State Education Department as an active member of the New York State My Brother’s Keeper Community Network to further these goals.

Sincerely,

*Misty L. Slavic, Ed.D.*  
Misty L. Slavic, Ed.D.  
Superintendent of Schools

*James N. Giannettino, Jr.*  
James N. Giannettino, Jr.  
Mayor of Auburn, New York

## Mission Statement

The mission of the Auburn Enlarged City School District (AECSD) is to develop citizens that are capable of meeting the challenges of their future by providing equitable, fiscally sound educational opportunities necessary to develop confident life-long learners.

## MBK Vision Statement

To create a learning community for all boys and young men, especially boys and young men of color, to be empowered and uplifted through a supportive community that ensures equal opportunities for growth, connection, and success. We envision a future where mentorship, collaboration, and opportunities bridge the gaps to ensure our students meet their fullest potential.



## Statement of Inclusivity

The Auburn Enlarged City School District believes that people work best when their unique voices are heard and valued, their authentic selves are accepted and nurtured, and their individual needs are addressed. We are committed to providing an equitable environment where the social, emotional, physical, academic, and professional development of each person is supported through a multi-faceted lens of diversity, allowing for the affirmation of individuality. Through listening, learning, reflection, and purposeful action we are better able to cultivate awareness, model respect, and empower one another to become empathetic citizens with a global mindset.

## About Auburn Enlarged City School District

With respect, we honor and recognize the Cayuga Nation of the Haudenosaunee people on whose traditional land we now call Auburn, New York. Auburn is located in the beautiful Finger Lakes region of New York State on the northern tip of Owasco Lake. The city of 27,000 is located 25 miles west of Syracuse, at the center of Cayuga County. The Auburn Enlarged City School District serves both Auburn and the municipalities of Fleming, Sennett, and Owasco, with a total district population of nearly 27,000.

The district provides an excellent comprehensive educational program for over 3,700 full-time students and students participating in other programs. The professional staff comprises administrators, teachers, teacher assistants, and support staff. The district encompasses 37 square miles with an annual budget of \$1.26 million. The Board of Education consists of nine members, three elected annually to three-year terms, and one high school student.



Auburn is rich in history and culture, with a vibrant art and theater community. Auburn has been home to many famous people, including former Secretary of State William H. Seward, freedom fighter Harriet Tubman, and the father of talking pictures, Theodore Case.

Our goal is to prepare students for college and career readiness and is focused on equity and achievement. Auburn Enlarged City School District consists of the following schools:

Auburn High School, Grades 9-12  
Auburn Junior High School, Grades 7-8  
Casey Park Elementary School, Grades K-6  
Genesee Street Elementary School, Grades K-6  
Herman Avenue Elementary School, Grades K-6  
Owasco Elementary School, Grades K-6  
William H. Seward Elementary School, Grades K-6



# More About AECSD

AECSD is proud to offer students and families:

**145**

**College Prep Courses**

**17**

**Occupational Programs**

**21**

**College Level Courses**

**64**

**Athletic Teams**

**3**

**World Languages**

**8**

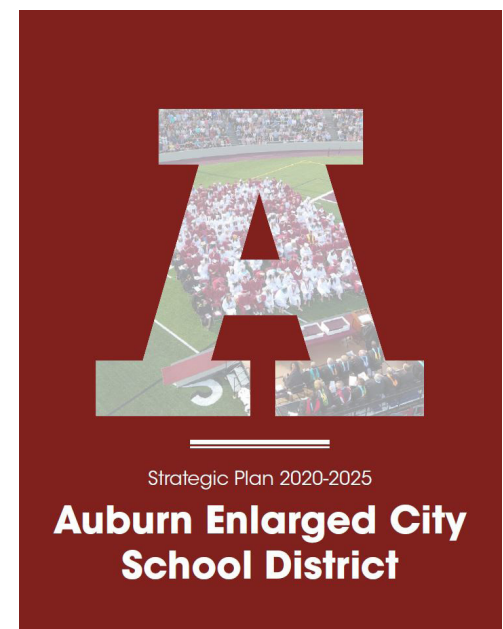
**Preschool Locations**

AECSD implements four separate plans:

1. Strategic Plan for 2020-2025
2. District Comprehensive Improvement Plan (DCIP)\*
3. Diversity, Equity, and Inclusion Strategic Plan\*
4. Multi-Tiered Systems of Support (MTSS) Plan for 2022-2025

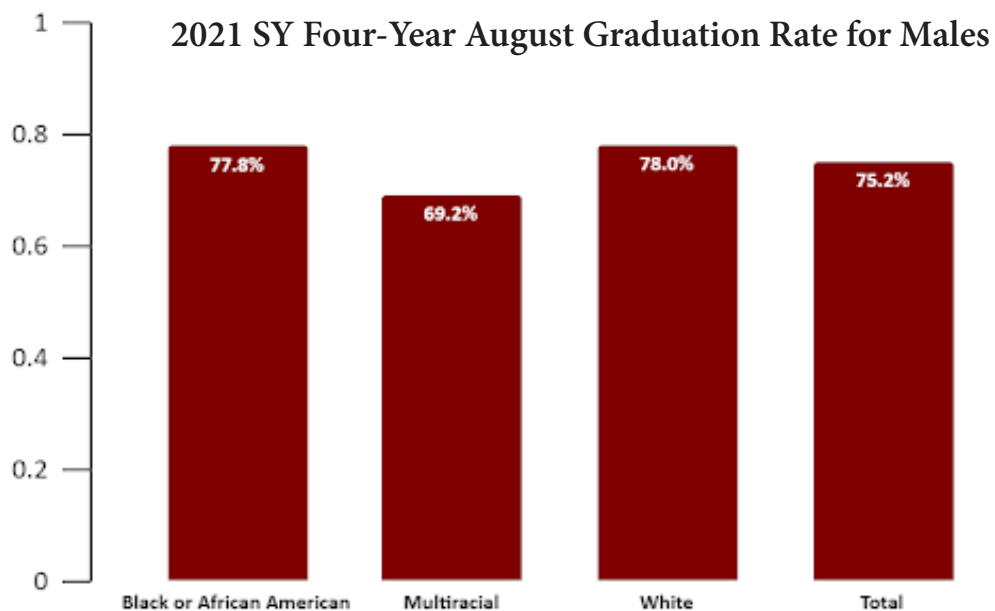
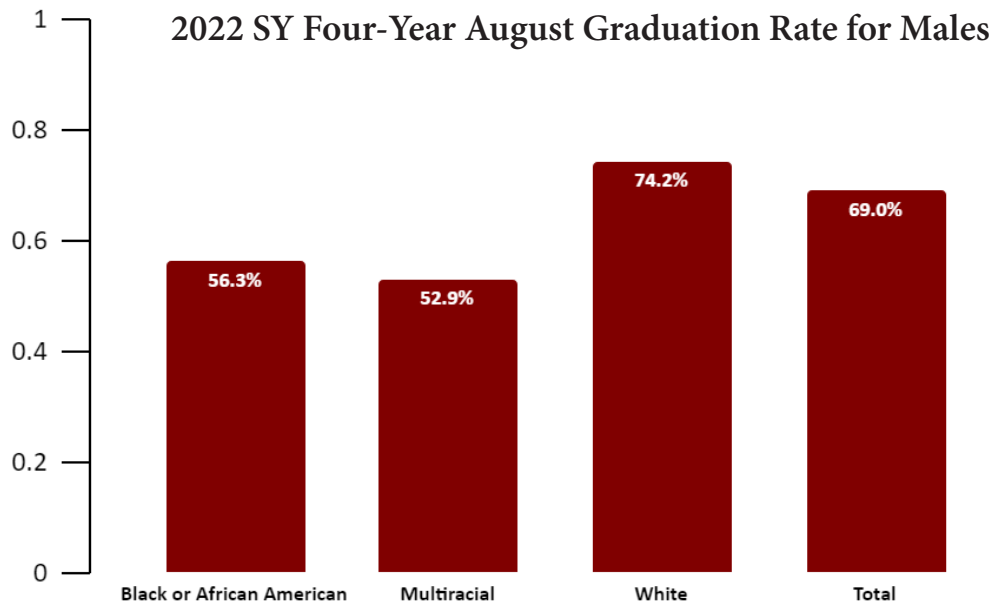
The district will execute these four existing plans along with its My Brother's Keeper Community Action Plan.

\*These two plans are updated annually



# The Call to Action

AECSD focuses on the graduation of all students, especially males of color. Our graduation rates for males of color have decreased significantly over the past few years. We will work diligently to increase our graduation rate through the continuous implementation of our district plans, goals, and action steps, as well as through the execution of our My Brother's Keeper Community Action Plan.



## AECSD's Focused MBK Principles

The work of the AECSD's My Brother's Keeper Community will be aligned to the district's Strategic Plan, District Comprehensive Improvement Plan, Diversity, Equity, and Inclusion Strategic Plan, and the MTSS Plan, as well as to both the national MBK Alliance framework and the New York State Department of Education MBK Priorities. As a community, we identified the national milestones and New York State MBK priorities to anchor this MBK Community Action Plan. We focused on the milestones highlighted below.

### National MBK Milestones

1. Entering School Ready to Learn
2. Reading at Grade Level by 3rd Grade
- 3. Graduate from high school**
4. Complete post-secondary education or training
5. All youth out of school are employed
- 6. All youth remain safe from violent crime**

### NYS MBK Priorities

1. Ensuring equitable access to high-quality schools and programs
- 2. Expanding prevention, early warning, and intervention services**
- 3. Using differentiated approaches based on need and culture**
4. Responding to structural and institutional racism
5. Making comprehensive and coordinated support services widely available
- 6. Engaging families and communities in a trusted and respectful way**

Adherence to NYS: Chapter 53, Laws of 2016; Federal: ESSA (2015)  
Public Law 114-95



## Community Support

On October 6, 2023, the AECSD hosted a Community Leaders' Luncheon. Over 40 people representing stakeholders from across the Auburn community were in attendance.

At the Action Summit on November 13, 2023, various stakeholders met to review the MBK commitments, assess needs and assets, and determine priorities for action.

On January 8, 2024, the DEI Task Force and community members came together to review the graduation rates over the last five years, discuss current practices, and outline the next steps to improve our graduation rates, particularly for students of color or a marginalized population.



“Helping more of our young people stay on track. Providing the support they need to think more broadly about their future. Building on what works – when it works, in those critical life-changing moments.”

- President Barack Obama, February 27, 2014

# Community Action Plan

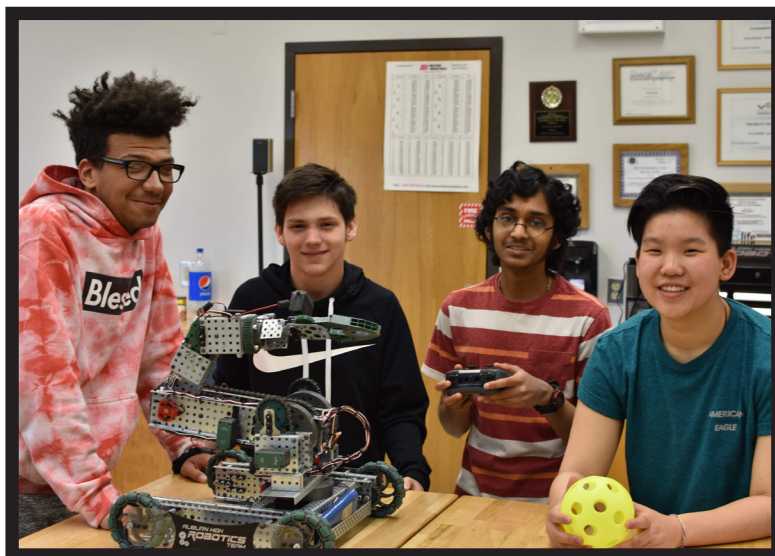
## MBK National Milestone # 3: Graduating from High School Ready for College or a Career

All districts in New York State must follow the following requirements: [New York State Diploma Requirements](#)

During the DEI Task Force and MBK Policy and Data Review meeting on January 8, 2024, subgroups of various stakeholders examined how we can ensure that students graduate from high school, and they came up with the following current practices and next steps.

### Current practices:

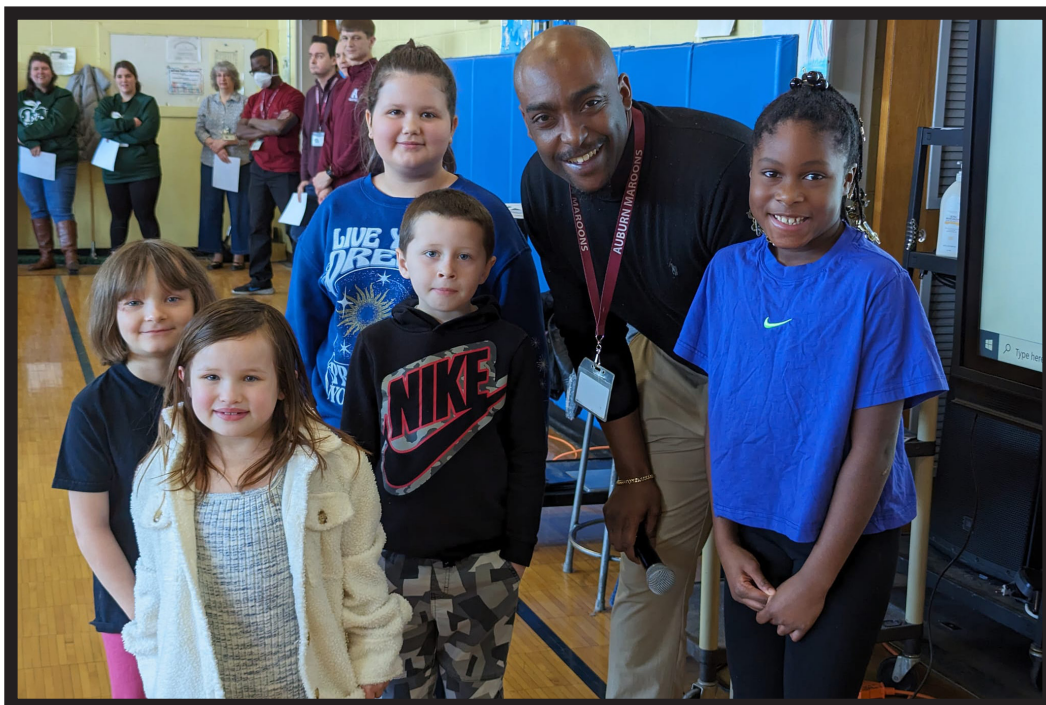
- Graduation coaches
- Attendance secretary
- Home visits
- Notification to students who are in danger of failing
- Auburn Tutoring Services (ATS)
- Compass program (alternative education program via BOCES)
- Students meeting with counselors
- Liberty partnerships
- Twilight school (evening program)
- Parent/Guardian University (family engagement event)
- At-risk or problem-solving meetings to support students and families
- Literacy and math coaches
- Educating students on responsibility
- Multi-tiered Systems of Support (MTSS)



# Community Action Plan

## Next steps:

- More connections for students to college to better prepare and engage students earlier in their high school career
- Open communication from elementary to high school levels
- Further community engagement events to continue to strive to engage more students and families
- Mentor program: in the community and school
- Support early intervention programs in the community
- Enter BOCES before junior year and visit earlier in school career
- Monitor attendance and intervene for truancy
- Graduation coaches at the junior high school
- Pathways available to students
- Finding relevance in the curriculum to connect students
- Social services support (increase at high school level)
- Parent programs (what is going on in school and what opportunities students have outside of and after graduation)
- Structured tutoring



# Community Action Plan

## MBK National Milestone # 6: All Youth Remain Safe from Violent Crime

In the spring of 2021, the City of Auburn prepared and adopted a City of Auburn Collaborative on Police and Community Relations Plan. Continuing with the strategies and objectives that have been employed by the City of Auburn Police Department and the Cayuga County Sheriff's Office, this collaborative community effort seeks to perform a comprehensive review of current law enforcement deployments, strategies, policies, procedures, and practices to develop a plan that strives to improve upon them into the future. By utilizing the synergistic "Connecting Bridges" approach, our law enforcement agencies and the people they serve will seek to partner in building mutual trust and respect through understanding of one another while emphasizing the delivery of public safety in a professional, courteous, empathetic, and sensitive way. This will be accomplished if we collectively demand that human dignity for all is the intrinsic goal for the sustained success of these efforts.

**2023** Juvenile Complaints Investigated: 513  
Number of Juvenile Arrests: 51

**2022** Juvenile Complaints Investigated: 399  
Number of Juvenile Arrests: 31

**2021** Juvenile Complaints Investigated: 509  
Number of Juvenile Arrests: 42

**2020** Juvenile Complaints Investigated: 409  
Number of Juvenile Arrests: 29

The School Resource Officer program took part in 69 incidents in December 2023, which required intervention by school officers. The incidents included criminal cases, fighting, bullying, property checks, and other disruptive behavior.

## Community Action Plan

School Resource Officers took part in the Feed-A-Belly giveaway, as well as provided security for various sporting activities, such as basketball and hockey. Students from the Auburn Enlarged City School District visited our department where they were provided a tour of our building by Captain Androsko and SRO Officers. The children were able to visit the different departments within the building and were provided with pizza for lunch.

In January of 2024, Cayuga Counseling Services launched a fully grant-funded program called The Haven. This is a specialized program for children who have experienced the loss of a loved one, separation or divorce, parental incarceration, abuse, or other traumatic event.

### Services available include:

- Group and individual therapy
- Care Management
- Children's Skill Building Services
- Mentoring
- Peer Services
- Recreational Opportunities
- Referrals
- Advocacy

### Our community proposes the following action steps:

- AECSD will continue its partnership with Cayuga Counseling Services to implement various student support services, including The Haven.
- AECSD will continue to implement restorative practices during the school day. Students and staff will continue to receive training on conducting restorative circles within their educational spaces.
- AECSD will continue to employ School Resource Officers in the five elementary schools and an Auburn Police Officer at the junior high and high schools.
- AECSD will continue to partner with our local and county police departments to provide a safe learning environment and the larger Auburn community and internships.

# Community Action Plan

## New York State My Brother's Keeper Priority #2: Expanding prevention; early warning and intervention services

AECSD launched a Multi-Tiered Systems of Support (MTSS) Plan in 2024.

### **Definition of Multi-Tiered System of Support:**

Multi-Tiered System of Support (MTSS) is the practice of providing high-quality instruction and evidence-based interventions matched to student academic, behavioral, and social emotional needs; and using data to facilitate educational decision-making. MTSS provides a process and structure for school teams to design, implement, and evaluate both Tier 1 instruction and specific interventions found in Tier 2 and 3.

### **Purpose: The Why?**

MTSS supports educators in being thoughtful about using resources appropriately and impactfully, and using data to continually monitor and improve the effectiveness of their decision making. MTSS makes the district-wide system more effective and ensures we're supporting the academic, behavioral and social emotional needs of every student.

### **Mission: The What and for Whom?**

The Auburn Enlarged City School District supports the development of student academic, behavioral and social emotional tiered systems of support through relationship building; focused professional development, including strategic instructional coach support; tri-annual screening of all students; integrated plans, which include evidence-based interventions focusing on individual student need; school-wide support teams facilitated by our Response to Intervention (RtI) chairpersons; and parental involvement to guarantee equitable outcomes for all students.

# Community Action Plan

The AECSD is Committed to focusing on the six essential components of MTSS:

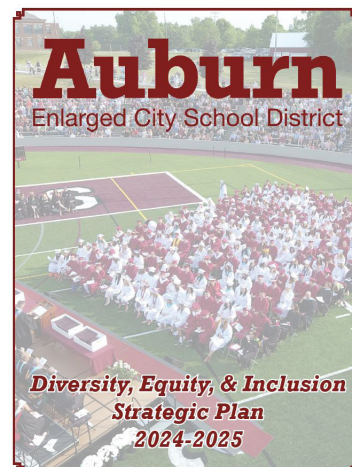
- Multiple tiers of instruction and support in each of our seven buildings
- Capacity building and infrastructure through regularly scheduled meetings at the district and school levels
- Team-driven shared leadership
- Data-driven evaluation
- Problem-solving process
- Family, school, and community partnering



# Community Action Plan

## New York State My Brother's Keeper Priority #3: Using Differentiated Approaches Based on Need and Culture

AECSD will continue to implement its DEI Strategic Plan and implement and exercise differentiated approaches based on needs and culture.



### AECSD's DEI Strategic Plan, Priority #4: Foster a Safe, Welcoming, and Affirming Environment states:

The Auburn Enlarged City School District strives to establish and implement a framework for diversity, equity, and inclusion by prioritizing the social and emotional well-being and collegiality among district staff members, teacher-to-student, and student-to-student relationships. Data-driven decision-making will provide a consistent multi-tiered system of support that will ensure academic, behavioral, and social-emotional achievement. By creating safe and engaging environments that foster citizenship and wellness, students will be college and/or career-ready.

### The following action steps will be aligned to New York State My Brother's Keeper Priority #3: Using Differentiated Approaches Based on Need and Culture:

- AECSD will administer student surveys in grades 3-12 each spring.
- AECSD will conduct student focus groups at the secondary level each spring.
- AECSD will conduct professional learning for all staff during the school year and summer months.
- The Curriculum & Instruction department will conduct data analysis of specific NYSED Rubric ratings from teacher observations.
- AECSD will conduct mentoring programs at the secondary level.



# Community Action Plan

## New York State My Brother's Keeper Priority #6: Engaging Families and Communities in a Trusted and Respectful Way

The following action steps will be implemented:

- AECSD will host at least two Parent/Guardian University meetings during the school year to engage and educate families on topics beneficial to their children's physical, social-emotional well-being, and academic success.
- AECSD will continue communicating with the larger school community through a monthly district newsletter, Parent Square, Robocalls, Facebook, and Twitter.
- Each of the seven school buildings will host at least one Family Engagement Night during the school year. These events will showcase each building's innovation space.
- AECSD will continue to host monthly District Parent Council meetings that are open to all parents and guardians.
- AECSD will continue to host two Community Leaders Luncheons each school year.

**Auburn**  
Enlarged City School District  
invites all AECSD parents and guardians to attend a  
**Parent/Guardian University & screening of**  
**THE GREATEST CIVIL RIGHTS ISSUE OF OUR TIME**  
**The RIGHT TO READ**

**Wednesday, March 13, 2024**  
**5-8pm**  
**@ Auburn Public Theater**  
8 Exchange Street, Auburn  
.....  
5-5:45pm: Explore vendors  
6-7pm: *The Right to Read* documentary screening  
7-8pm: **Keynote Panel Discussion**

*The Right to Read* shares the stories of an activist, a teacher, and two American families who fight to provide our youngest generation with the most foundational indicator of life-long success: the ability to read.

**Dr. Reneé Burgess**  
315.285.8859  
reneeburgess@aecsd.education



## Timeline

On September 29, 2023, the former Superintendent of Schools, Jeffrey A. Pirozzolo, and the Chairman of the Cayuga County Legislature, David Gould, wrote and signed an MBK letter of support. A revised letter of support was submitted on September 24, 2024 on behalf of the new superintendent, Misty L. Slavic, Ed.D. and the Mayor of Auburn, Jimmy N. Giannettino, Jr.

### The following actions proceeded:

- Community Leader's Luncheon & Launch of My Brother's Keeper: **October 6, 2023**
- Location Action Summit: **November 13, 2023**
- DEI Task Force Meeting & MBK's Policy and Data Review: **January 8, 2024**
- Mayor James N. Giannettino, Jr. and Superintendent of Schools Jeffrey A. Pirozzolo sign a revised letter of support for MBK: **January 24, 2024**
- MBK's Goals are Identified: **January-February 2024**
- Action Plan and Application Due: **March 2024**
- Two current juniors are selected to participate in My Brother's Keeper and are assigned a mentor: **April-May 2024**
- Attend Community Summit: **May 2024**
- Action Plan Resubmitted: **October 2024**
- Selection of MBK Fellows: **November & December 2024**
- Start MBK: **January 2025**
- Identification of Community Steering Group & Working Groups: **Jan. 2025**
- Goal Statements and Assessment Measures: **February 2025**
- Dr. Martin Luther King, Jr. Day of Service: **January 2025**
- Community Summit and Year-End Report: **May 2025**

## Communication

We will promote this MBK Community Action Plan, as well as keep the community and general public updated on all MBK initiatives through our school district website, ParentSquare, AECSD Facebook and X accounts, and our local newspaper, The Citizen.

## External Challenges

AECSD does not foresee any challenges while implementing this action plan, but will remain reflective participants to ensure this plan is followed with fidelity.

# Auburn

Enlarged City School District

***Diversity, Equity, & Inclusion  
Strategic Plan  
2024-2025***

# Mission Statement

The mission of the Auburn Enlarged City School District (AECSD) is to develop citizens that are capable of meeting the challenges of their future by providing equitable, fiscally sound educational opportunities necessary to develop confident life-long learners.



# Inclusivity Statement

The Auburn Enlarged City School District believes that people work best when their unique voices are heard and valued, their authentic selves are accepted and nurtured, and their individual needs are addressed.

We are committed to providing an equitable environment where the social, emotional, physical, academic, and professional development of each person is supported through a multi-faceted lens of diversity, allowing for the affirmation of individuality. Through listening, learning, reflection, and purposeful action we are better able to cultivate awareness, model respect, and empower one another to become empathetic citizens with a global mindset.



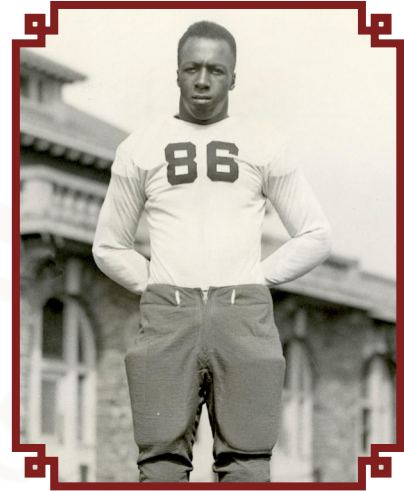
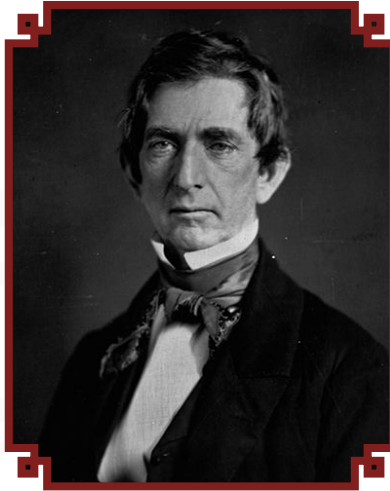
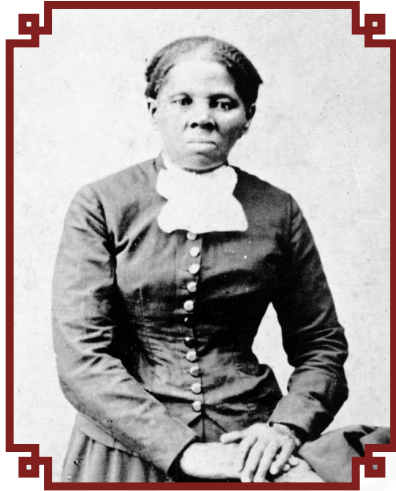
## Historical Background

With respect, we honor and recognize the Cayuga Nation of the Haudenosaunee people on whose traditional land we now call Auburn, New York. Communities in the state of New York have a strong connection to their historical past and geographic area, providing residents with a unique perspective on how diversity has helped shape each region. The City of Auburn is defined by its rich and diverse history and is an ever-changing microcosm of our greater society. In order to have an understanding of why we must undertake the important work of diversity, equity, and inclusion, we must first acknowledge our past endeavors and current needs. The school district encompasses and represents the City of Auburn and surrounding communities, and with its history in mind, the district strives to learn from the past and lead the community into a more progressive future.

Auburn, located in the serene and visually beautiful Finger Lakes region of Central New York, is sited on the northern tip of Owasco Lake. The sole city in rural Cayuga County, agriculture and dairy are big business for the county with 891 farms and increasing revenue from agricultural exports valued at \$65 million. Ranked number one in acres of soybeans and value of sales of grains, oilseed, dry beans, dry peas, county agriculture is also rooted in significant corn production. The City of Auburn complements the area's agricultural economic vitality with 18 farms and 69 "pick your own" near the city. The Saratoga Cheese Corporation built its facility in nearby Aurelius because the county is consistently ranked as one of the largest milk-producing counties in the state.

Over the past few years, Auburn's craft brewery enterprises have been nationally recognized as have several of the local and regional award-winning wineries. Just as importantly, Auburn, though small with a current population of 25,234, is a vibrant city rich in history, culture, and progressive social justice movements and the performing arts as evidenced by the Rev Theater Company and Auburn Public Theater. From The Seward House Museum to the Equal Rights Heritage Center, from the Cayuga Museum of History and Art and its Case Research Laboratory to the Schweinfurth Memorial Art Center, as well as the Tubman National Park a historical centerpiece complemented by historical notables interned at Fort Hill cemetery. Auburn often referred to as "History's Hometown," has a diverse legacy of national heroes who called Auburn home.

These individuals epitomize the basic staples of freedom which have informed generations of subsequent Auburnians. Influenced by the democratic principles of the Haudenosaunee (Iroquois) people, their Founding Fathers laid a foundation for inclusion, equity, consent of the governed, and the importance of speech. Those steadfast principles now serve as the guiding principles for service to others. The Auburn community takes pride in those local individuals who enriched city life but also had the determination to influence national and global thinking as well as progressive civic action.



Auburn's initial roots were within the territorial domain of the Cayuga and then Tuscarora ([native-land.ca](#)), members of the Haudenosaunee, who settled the area until Europeans took over. And then there were:

- ◇ Harry and Kate Freeman, former enslaved individuals from Guinea, West Africa helped found and settle Auburn along with Col. John L. Hardenberg. Notably, the Freemans are acknowledged as establishing the first Black settlement called “New Guinea” in upstate New York.
- ◇ The city is also home to many other notable historical people, including New York Governor and Secretary of State **William H. Seward** who served as secretary under President Abraham Lincoln, and negotiated the purchase of Alaska from Russia in 1868.
- ◇ **Harriet Tubman** who struggled diligently to bring 70 enslaved people to freedom; served as a scout for the union army in the Civil War, and established a home for the aged.
- ◇ **Dr. Jerome “Brud” Holland**, the first African American to play football at Cornell University, earning All-American honors in 1937 and 1938 and eventually became ambassador to Sweden, as well as the first African American to serve on the board of the New York Stock Exchange.
- ◇ Lydia Ann Moulton Jenkins, the first female ordained Minister for Universalist of Ontario, who was a Doctor of Hydrotherapy, suffragette and temperance leader.
- ◇ Tah-gah-jute (aka Logan), chief of the Cayugas, a tribe within the Six Nations of Haudenosaunee.
- ◇ Theodore Case, who in 1916 established the Case Research Lab in Auburn and went on to invent the Movietone sound-on-film system.

## Executive Summary

During the 2021-2022 school year, the Auburn Enlarged City School District (AECSD) used planned change preparing the organization for new goals to develop its district-wide strategic plan and used a similar process for its Diversity, Equity, and Inclusion initiative. From the onset, the district shared its DEI philosophy and proposed direction to its educational community as well as with parents and community leaders. The formation of the DEI strategic plan was designed to be inclusive to enable a variety of ideas, concerns, and eventually a consensus for action. District personnel had the opportunity to participate on the task force; to join DEI book readings; to attend panel or one-on-one discussions with DEI leaders and raise questions or concerns.



This process recognized that listening to a wide range of opinions was a critical component to include divergent voices. With added personnel (DEI executive director and DEI consultant appointed in March 2022) and additional members invited to join the DEI task force for the 2022-2023 school year, the district presented the final draft DEI plan for BOE discussion and feedback during late May 2023. DEI staff will address board concerns and then incorporate appropriate BOE thinking in the draft document. The revised draft was made available to the entire district learning community and community partners for discussion. After that process was completed, the district executive cabinet had its final read with their resulting comments being incorporated in the plan for presentation to the BOE. The final approved plan was then shared with district colleagues and community partners. At that point, the leadership of the elementary, junior high and the senior high school buildings initiated specific measurable operational objectives for the 2023-24 school year. The DEI Strategic Plan was implemented during the 2023-2024 school year. Members of the DEI task force meet in August 2024 to review action items and revise the plan for the 2024-2025 school year.

This executive summary captures the overfall work of five 2022-23 DEI work groups and suitably frames the scope and purpose of the district's DEI plan. It is a basic primer that presents the district's goals with each building establishing specific objectives that strengthens that building's culture and community aspirations; identify in school "champions;" set doable timeframes; identify assessment protocols and develop subsequent actions to rectify unachieved objectives. As each school building's operational plan takes shape, it is understood DEI initiatives will reflect the building's institutional culture and neighborhood served. Furthermore, the plan will recognize the diversity of various student learning styles supported by student support services. It is important to recognize the cultural attributes that each student brings to her/his classroom in recognition of the NYSED's Culturally Responsive-Sustaining Education Framework. Specifically, the two principles; Welcoming and Affirming Environment and Ongoing Professional Learning align with priorities two and four of this plan, which are on the next page.



# Priorities

**1** Recruitment of a culturally and ethnically diverse teaching staff and retention of all staff.

**2** Professional learning to promote diversity, equity, inclusion, and belonging.

**3** Celebrating cultural, ethnic, and shared community aspirations that will empower student self-worth and positive recognition of a student's learning potential.

**4** Foster a safe, welcoming, and affirming school environment that supports and empowers the social emotional well-being and collegiality among staff and students.

These overarching themes poignantly address critical issues that will enhance student learning and staff-to-student relationships.

# 1

## Recruitment and Retention

The Auburn Enlarged City School District (AECSD) is a well-defined complex educational community. The district consists of several school buildings, five elementary, a junior high, and a high school.

Each school is shaped by the neighborhood served and where a diverse range of enrolled students live. The Auburn Enlarged City School District is dedicated to the pursuit, development, and retention of dynamic individuals who will provide learning opportunities to meet the needs of all of our students. With this approach, district personnel can be engaged and maximize their full potential. The district is committed to recognizing all staff as unique individuals, who make valuable contributions towards achieving district goals. Furthermore, the district is also committed to recruiting, developing, and retaining diverse, well-rounded staff who facilitate lifelong learning that is rigorous, relevant, and results driven.



## Goals

AECSD will define and expand internal leadership career ladders and advancement opportunities annually whereby employed staff can further develop and contribute to the vision and mission of the district as evidenced by bargaining unit titles, job descriptions, certification and position requirements, job fair flyers, and materials.

AECSD will provide orientation for newly hired employees to facilitate their successful transition into employment and provide ongoing professional learning and internship opportunities for its employees annually as evidenced by calendars, agendas, and session materials.

AECSD will explore strategies that may have the potential to empower high school student pathways to a variety of educational careers, especially teaching. Such strategies may include job shadow days, (non) credit-bearing courses for senior students as an effective option, civil service options, etc.

Goals	Action Steps	Educator (s) Responsible	Start Date	Timeline or Due Date	Resources	Desired Outcomes
<b>Career Ladders</b>	Implement Recruitment and Retention Plan	Personnel Department	September 2024	September 2024 - June 2025	<ul style="list-style-type: none"> <li>• Calendars</li> <li>• Agendas</li> <li>• Session Materials</li> <li>• Job Posting via district-wide emails</li> <li>• OLAS</li> <li>• Social Media</li> </ul>	Expand internal career ladders and advancement opportunities
<b>New Hires</b>	<ul style="list-style-type: none"> <li>• New Teacher Orientation:</li> <li>• Bus Tour</li> <li>• Mentoring Program</li> <li>• Summer Professional Learning Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Personnel Department</li> <li>• Curriculum &amp; Instruction Department</li> </ul>	August 2024	September 2024 - June 2025	<ul style="list-style-type: none"> <li>• CR-S Framework</li> <li>• DEI Resources</li> <li>• Recruitment Flyer</li> </ul>	<ul style="list-style-type: none"> <li>• Create awareness and education on the CR-S Framework and various DEI initiatives in the district</li> <li>• Hire qualified staff</li> </ul>
<b>Pathways</b>	<ul style="list-style-type: none"> <li>• Auburn Junior High School: - Job Shadowing</li> <li>• Auburn High School: - Child Psychology Class: Internship opportunities</li> <li>- Cayuga 101: Internship Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• District-Level Leaders</li> <li>• Office of Curriculum &amp; Instruction</li> <li>• Cayuga Community College Leadership</li> <li>• High School Building Administrators</li> <li>• Work-Based Learning Coordinator</li> <li>• Guidance Counselors</li> </ul>	September 2024	September 2024 and ongoing	<ul style="list-style-type: none"> <li>• Partnership with Cayuga Community College</li> <li>• Community Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Providing internship opportunities</li> <li>• Providing college credit courses towards teacher certification</li> </ul>

# 2 Professional Learning to promote diversity, equity, inclusion, and belonging

The district will develop and provide job-embedded professional learning sessions to appropriately train staff to create or strengthen an awareness around diversity, equitable teaching practices, and providing inclusive environments.

## Goal

The district will continue to provide professional learning opportunities for all staff. Through a collaborative relationship with district-level administrators and building leaders, the district will develop and plan to implement professional learning focused on DEI to meet at least 50% of the staff by June 30, 2025. Any newly hired staff will have professional learning opportunities after being hired during the district's New Teacher/Staff Orientation, through the mentoring program, and other onboarding opportunities. This goal will be measured by providing all participants with a survey at the completion of each session.



Action Steps	Educator(s) Responsible	Start Date	Timeline or Due Date	Resources	Desired Outcomes
New Teacher Orientation: Bus Tour and Welcoming & Affirming Environment Presentation	Dr. Renee Burgess	August 19, 2024	August 20, 2024	<ul style="list-style-type: none"> <li>• Culturally Responsive-Sustaining Framework (CR-S)</li> <li>• School bus</li> <li>• PowerPoint presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Tour of seven schools and neighborhoods</li> <li>• Knowledge of Auburn's historical aspects</li> <li>• Knowledge of the CR-S Framework</li> <li>• Providing training to all new teachers</li> </ul>
Mentor/Mentee Meetings	<ul style="list-style-type: none"> <li>• Dr. Renee Burgess</li> <li>• Shannon Dunbar</li> <li>• Babette Valentine</li> <li>• Michelle Kolceski</li> </ul>	September 16, 2024	September - June 2025	<ul style="list-style-type: none"> <li>• Agendas</li> <li>• Sign-in sheets</li> <li>• Frontline reports</li> <li>• PowerPoint presentations</li> <li>• Google Classroom</li> </ul>	<ul style="list-style-type: none"> <li>• Creating an awareness and educating both mentors and mentees on the CR-S Framework, various DEI topics, ENL, and Special Education</li> <li>• Providing training to all new teachers</li> </ul>
Staff Development Days	<ul style="list-style-type: none"> <li>• Dr. Renee Burgess &amp; Amy Mahunik</li> <li>• Historic &amp; Cultural Sites</li> </ul>	November 1, 2024 & March 14, 2025	November 1, 2024 & March 14, 2025	<ul style="list-style-type: none"> <li>• PowerPoint presentation</li> <li>• Shared Resources</li> </ul>	<ul style="list-style-type: none"> <li>• Providing training to all staff</li> <li>• Knowledge of Auburn's historical aspects</li> </ul>
DEI Workshop Series	Dr. Renee Burgess	January 2025	May 2025	<ul style="list-style-type: none"> <li>• Sign-in sheets</li> <li>• Frontline Reports</li> <li>• PowerPoint presentations</li> <li>• CR-S Framework</li> </ul>	Providing training on the CR-S Framework and other topics related to DEI
DEI Presentations at faculty meetings, and information shared at staff meetings	Dr. Renee Burgess & DEI Task Force Member	September 2024	June 2025	Presentations	Providing awareness and knowledge
Professional Learning Sessions for teachers servicing ELL students	<ul style="list-style-type: none"> <li>• Amy Mahunik</li> <li>• Michelle Kolceski</li> <li>• Dr. Renee Burgess</li> </ul>	September 2024	June 2025	Monthly presentations and trainings provided by LED Better	To increase our educators' knowledge and capacity to best serve our ELL student population

# 3

## Celebrations to enhance and empower community building and belonging

A school building is a collection of varying cultures localized to that area. A school district is then the gathering of those varied cultures into one overarching community. The AECSD is committed to celebrating all of these different cultures that come together to form our educational community.

AECSD shall focus on celebrating student and staff successes and achievements.

Members of the district's educational community will work to establish welcoming and affirming environments at each school building; foster nurturing relationships with students and families, and highlight, represent, and affirm each student's identity and cultural influences.

Each school building has the opportunity to utilize various incentive platforms and staffing, such as PBIS and PTO's to establish celebratory activities that spotlight the culture and accomplishments of the entire building community. Additionally, each building has the opportunity to leverage its technology resources and social media presence to spotlight the culture and accomplishments of its respective buildings on a scale that is more visible to the community.



### Goal

By September 30, 2024, all eight district buildings will utilize at least one appropriate space in their building to showcase heritage months and the accomplishments of its students and staff throughout the buildings every month. This will be measured by a monthly walk-through tool implemented by the Executive Director of DEI and building administration from September 2024 through June 2025.

Action Steps	Educator(s) Responsible	Start Date	Timeline or Due Date	Resources	Desired Outcomes
Each building utilizes at least one space to showcase heritage months and accomplishments and celebrations of all students throughout the building	Building leaders	September 2024	September 2025	<ul style="list-style-type: none"> <li>• Physical spaces</li> <li>• TV Monitors</li> <li>• Bulletin Boards</li> <li>• Heritage Month Calendar</li> </ul>	<ul style="list-style-type: none"> <li>• At least nine different showcases during the 24-25 school year</li> <li>• Culturally diverse highlights of students, staff, and the larger community</li> <li>• Evidence of heritage months being celebrated</li> </ul>
Walk-Through Tool	<ul style="list-style-type: none"> <li>• Dr. Renee Burgess</li> <li>• DEI Task Force Members</li> <li>• Building Admin.</li> </ul>	September 2024	June 2025	<ul style="list-style-type: none"> <li>• Walk-Through Tool</li> <li>• Scoring Rubric in Shared Drive</li> </ul>	<ul style="list-style-type: none"> <li>• At least nine different showcases during the 24-25 school year</li> <li>• Culturally diverse highlights of students, staff, and the larger community</li> <li>• Evidence of heritage months being celebrated</li> <li>• Diversity in celebration of students</li> </ul>
Multicultural Fair	Dr. Renee Burgess	2025	June 2025	TBD	<ul style="list-style-type: none"> <li>• Foster understanding, appreciation, and respect for diversity of cultures</li> <li>• Promote cultural awareness</li> <li>• Encourage inclusivity and unity</li> <li>• Celebrate diversity</li> <li>• Enhance social cohesion</li> </ul>
Communicate Information and Celebrations	<ul style="list-style-type: none"> <li>• Dr. Renee Burgess</li> <li>• Jessica Luisi</li> <li>• Chris Sciria</li> </ul>	September 2024	June 2025	<ul style="list-style-type: none"> <li>• AECSD Newsletter</li> <li>• AECSD Website</li> <li>• AECSD Social Media</li> <li>• Leadership Meetings</li> <li>• Faculty Meetings</li> <li>• Community Leaders Luncheon</li> </ul>	<ul style="list-style-type: none"> <li>• Empower community building and belonging</li> <li>• Provide consistent communication</li> </ul>

# 4 Foster a Safe, Welcoming, and Affirming Environment

The Auburn Enlarged City School District strives to establish, and implement a framework for diversity, equity, and inclusion by prioritizing the social and emotional well-being and collegiality among district staff members, teacher-to-student, and student-to-student relationships. Data-driven decision-making will provide a consistent multi-tiered system of support that will ensure academic, behavioral, and social-emotional achievement. By creating safe and engaging environments that foster citizenship and wellness, students will be college and/or career ready.

## Goal

By June 2025, AECSD students will respond that they feel safe in school with a 20% increase as measured by the annual Student Voice survey results from 2024 (Elementary: 87.9%; Secondary: 50.5%).





Action Steps	Educator(s) Responsible	Start Date	Timeline or Due Date	Resources	Desired Outcomes
<ul style="list-style-type: none"> <li>• Focus Groups</li> <li>• Student Advisory Groups</li> </ul>	District and building-level leaders	Fall of 2024	June 2025	<ul style="list-style-type: none"> <li>• Staff</li> <li>• Students</li> <li>• Questions</li> <li>• Monthly Meetings</li> </ul>	To have a qualitative approach to the data on students safety
Professional Learning sessions for teachers & teaching assistants	Curriculum & Instruction Department	September 2024	June 2025	<ul style="list-style-type: none"> <li>• CR-S Framework</li> <li>• Exit surveys for participants</li> <li>• Faculty Meetings</li> </ul>	Increase social, emotional, and physical safety for students
Educating students on the surveys	District and building-level leaders	February 2025	February - March 2025	<ul style="list-style-type: none"> <li>• Audio Announcements</li> <li>• Visual Announcements</li> <li>• WeVideo</li> <li>• Classroom Visits</li> <li>• Google Classrooms of Classes</li> </ul>	<ul style="list-style-type: none"> <li>• Defining safety for students</li> <li>• Importance of student voice</li> </ul>
Student Groups: - Student United Way at AHS - Restorative Student Groups at AJHS - LGTBQIA Club at AJHS & AHS - International Club - ASL Club - First Amendment First Vote	<ul style="list-style-type: none"> <li>• Dr. Renee Burgess</li> <li>• Admin &amp; Staff</li> </ul>	September 2024	June 2025	<ul style="list-style-type: none"> <li>• Monthly Meetings</li> </ul>	Student involvement and leadership development
Mentoring Programs: - MBK (TBD)	<ul style="list-style-type: none"> <li>• Dr. Renee Burgess</li> <li>• Admin Teams</li> </ul>	Winter of 2025	June 2025	TBD	Student development



**The district will maintain a Diversity, Equity, and Inclusion Task Force that meets bi-monthly over ten months of the year to review, assess, and update the DEI Strategic Plan. An updated DEI Strategic Plan will be rolled out for the 2025-2026 school year.**

# AECSD's MBK Community Partners

City of Auburn  
United Way of Cayuga County  
Auburn Police Department

Cayuga County Sheriff's Department  
Cayuga Counseling Services  
NAACP, Auburn/Cayuga Branch

# AECSD's DEI Task Force & MBK Committee

**Angel Baines**, Assistant Principal at Casey Park Elementary School  
**Talora Barbuti-Peterson**, Student at Auburn High School  
**Brianne Batis**, Assistant Principal at Herman Elementary School  
**Netta Blakes**, Family & Consumer Sciences Teacher at Auburn Junior High School  
**Emmerson Brown**, Student at Auburn High School  
**Dr. René Burgess**, Executive Director of Diversity, Equity, Inclusion, and Instruction  
**Tessa Crawford**, Business Executive  
**Matthew Crouse**, Student at Auburn High School  
**Sarah Cupelli**, Deputy Superintendent  
**Allison Fennessy**, English Teacher at Auburn High School  
**Ted Freeman**, Community Member  
**Blane Harding**, DEI Consultant for Cayuga Community College and Community Member  
**RinaMariela Hernandez**, Student at Auburn High School  
**Anne Herrling**, Literacy Instructional Coach at Herman Elementary School  
**Kelley Horbal**, Math Teacher at Auburn High School  
**Susan Inagaki**, HR Benefit Associate  
**Michelle Kolceski**, Director of Early Learning and ELL  
**Rebecca Kott**, 5th Grade Teacher at Herman Elementary School  
**Julie Liccion**, Family & Consumer Sciences Teacher at Auburn High School  
**Amanda Maher**, Third Grade Teacher at William H. Seward Elementary School  
**Melanie Maher**, Graduation Coach at Auburn High School  
**Amy Mahunik**, Assistant Superintendent of Curriculum & Instruction  
**Jaclyn Malone**, Teaching Assistant at Auburn Junior High School  
**Holly Maltese**, Fifth Grade Teacher at Genesee Elementary School  
**Elizabeth Molloy**, Assistant Principal at Owasco Elementary School  
**Nicholas Musso**, Math Instructional Coach at Seward & Genesee Elementary Schools  
**David Oliver**, Principal at Auburn Junior High School  
**Sarah Passarello**, Principal at Genesee Elementary School  
**Jeffrey Pirozzolo**, Superintendent of Schools  
**Jonathan Roberts**, Principal at Casey Park Elementary School  
**Beth Robinson**, Fourth Grade Teacher at Genesee Elementary  
**Joseph Sheppard**, Technology Teacher at Auburn Junior High School  
**Lisa Spencer**, Science Teacher at Auburn Junior High School  
**William Tenity**, District Substitute and Community Member  
**John Testa**, Assistant Principal at Auburn High School  
**Angela Viccaro**, Science Teacher at Auburn Junior High School  
**Julie Vitale**, ENL Teacher at Seward Elementary School  
**Jillian Witchey**, Secretary at Genesee Elementary School



## **Auburn Enlarged City School District Board of Education**

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**Meghan Winks, Student Representative**

