



Somerville Public Schools Department of Equity & Excellence

A presentation of our ideas and efforts on how to improve our practice, our schools and our district for our students and families, and our community.

A quote about our work, for thought and direction:

“Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current that can sweep down the mightiest walls of oppression and resistance.”

Robert Kennedy

Considering our work around equity, inclusion, diversity & excellence.

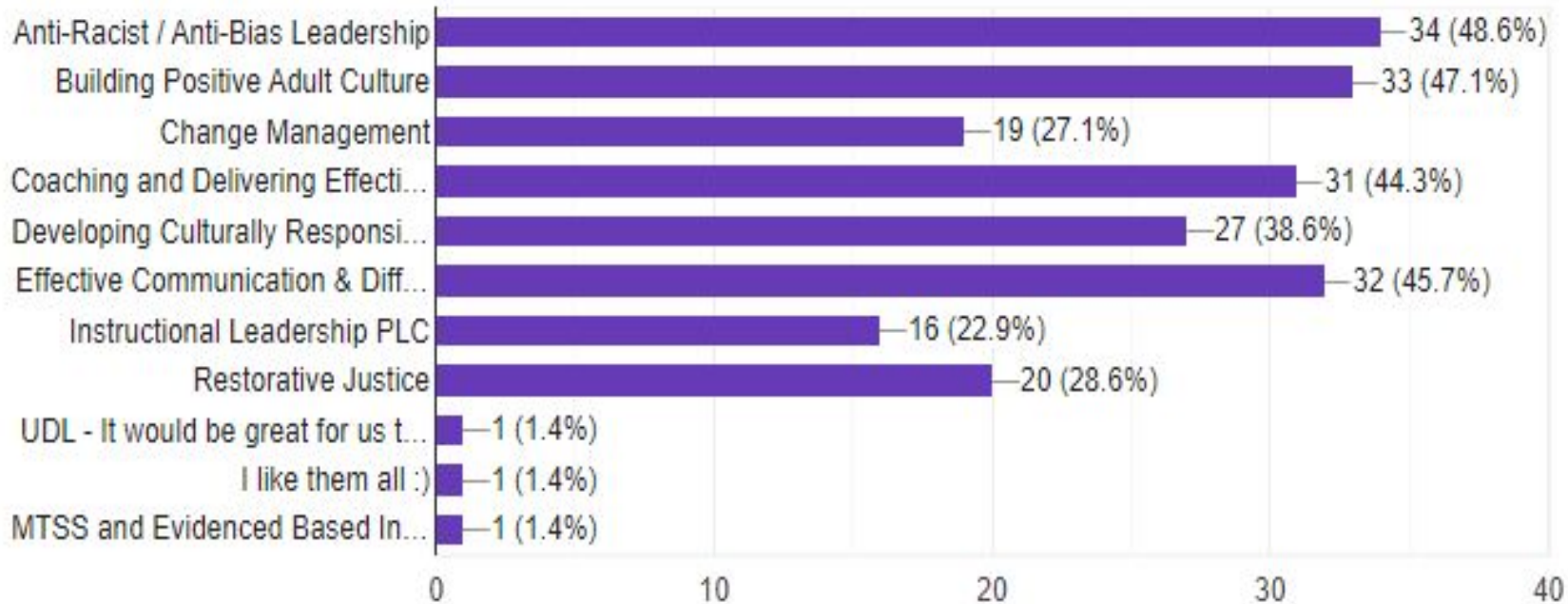
It is important that our work be thoughtful and deliberate. In planning and executing our work this year, we examined what staff, students and families have expressed to be points of interest and concern. This information was collected by data review and through meetings and collaborative work with district departments, including (but not limited to): Somerville Family Learning Collaborative, Dept of Out of School Time, Dept of Data Assessment & Accountability, Dept of Educator Development.



[One example of] **Means by which we gathered information to determine focus and direction**

In an effort to determine area of focus and direction educators completed the following survey: "Select three themes that you would like to be addressed in leadership development meetings this year."

The survey yielded these results:



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WHAT we are doing in re: to our work:

The areas of focus include, but are not limited to:

- Creating space and providing information re: courageous, and challenging conversations about race
- Inclusion, awareness and acknowledgement of the diverse religious and cultural observations throughout the year
- Work to include and to support LGBTQ students and staff
- Creating centralized resources for staff, students and families that offer educational information, activities, and projects centered around equity, diversity, and inclusion

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HOW we are doing our work:

In order to put into motion our hopes and vision for equity in our district and our community we are:

- **Partnering** with school personnel/district departments and outside agencies
- Offering **professional development** to staff that is comprehensive, informative and offers real tools to support staff in their work, along with measurable practices
- Providing access to **conferences and seminars** focused on issues of equity, inclusion, diversity and improving practice
- Creating and sharing a **monthly newsletter**
- Creating a **user-friendly, comprehensive, rich, and informative website** which anyone can access
- Working to create a **school calendar** that is more inclusive in recognizing a breadth of holidays, celebrations and observations throughout the year.

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HOW we are doing our work (cont'd):

- **Equity Coaching** with Heidi Given
 - **Coaching Cycles** (7-8 weeks) A wonderful support for staff to receive feedback, suggestions, and tools to improve their practice in a way that is judgement free, comprehensive and informative. Coaching can be done individually, or as a group (i.e: 7th and 8th grade teams). Possible foci include: cross-cultural competence, educator introspection and beliefs, relationships and classroom culture, classroom environments, rigor and expectations, access and participation, student performance, curriculum and instruction, family and community partnership.
 - **Consultations** (single session - multiple sessions) supporting schools/teachers around issues that arise and need to be addressed in intentional ways (i.e. use of slurs, issues of gender, questions students bring up)
 - **Professional Development** - Inclusive classroom practices and curriculum
 - Who is being represented in lessons and in the classroom?
 - Equity audits
 - Self-reflection of educators
- **Equity Clubs** in each school, comprised of students
 - Equity Groups allow students to have a voice re: equity in their school
 - Work is done as a collaboration with Equity Specialists, Equity Teams and school administration

Professional Development Offerings & Opportunities

- New Educator PD focused on equity (100+ new educators)
- Training in Transgender Inclusion in Classrooms and School Communities
- Staff of Color Affinity Group*
- Queer Staff Affinity Group*
- Difficult Conversations on Race ~ presented to All-Team, Equity Specialists and Teams, and All-Staff
- Building Anti-Racist White Educators
- Deepening Equitable Classroom Practices (Through the Use of Quick Data)
- Home Languages in the Classroom PLC - WIDA Modules
- Creating Adaptive Materials to Engage Students With Diverse Needs
- Critical Participatory Action Research (CPAR)
- Navigating the Work of a White Ally: Workshop for white allies or those who wish to become allies
- Getting More Comfortable with Gender
- Learning about Brazilian Culture & Education
- Staff Affinity Group for People of Color
- Somerville Educators for Sanctuary Schools PLC
- Anti-Bias / Anti-Racist (ABAR) Curriculum PLC

* Both of these PDs have been offered - and opened up - to student teachers as well

Conferences:

- **Deeper Learning** September 30th & October 1st
- **National Center for Race Amity** November 17th, 18th & 19th
- **Coaching for Equity** March 14th - May 5th

External folx with whom we are working/partnering

- Harvard Graduate School of Education
 - Graduate Interns
 - CPAR Course
- Massachusetts Institute of Technology
 - Becoming a More Equitable Educator
- Massachusetts Transgender Political Coalition
 - Training in Transgender Inclusion in Classrooms and School Communities
- Teen Empowerment
 - Student Advisory Council/ Students In Motion

Considering our work around equity, inclusion, diversity & excellence.

We are doing the work, and we are determined to see improvement, growth and better practice(s) in the areas of equity, diversity, and inclusion. We want to track changes in school climate, shifts in mindset, restorative justice and equitable practices. **How will we track progress, areas of growth, and areas where improvement is needed?**

- Equity audits
 - Rubrics and surveys of staff, students and families
 - Audits can be done as a part of coaching cycles, as well as school culture surveys
- PD feedback forms
 - provide data re: the successes and challenges around Professional Development
- Student feedback*
 - SEU Contract: Article V, Section J

*Per contract

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Where we are doing our work:

- In the **classroom**



- At **conferences** and **Professional Development**

- In the **schools** (with educators *and* students)



- In our communities



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Why we are doing our work:

