

Mamaroneck Schools

District Equity Team Update

January 11, 2022
7:00 PM

The DET Mission

The mission of the Mamaroneck District Equity Team is to identify, acknowledge, and dismantle the systemic barriers that prevent equity and access for all students, by creating and implementing a sustainable plan for equitable opportunities and outcomes for all.

New York State Education Department

Talking: Ross Garmil

CULTURALLY RESPONSIVE-SUSTAINING EDUCATION FRAMEWORK

Purpose

- To promote equitable opportunities for all students
- Elevate all student voices
- Respond to the diversified cultures within a classroom
- Promote students as agents of social change

Four Principles

- Welcoming and Affirming Environment
- High Expectations and Rigorous Instruction
- Inclusive Curriculum and Assessment
- Ongoing Professional Learning



District Equity Team Members

Central Administrators (3)

Robert Shaps, Superintendent

Annie Ward

Claire Reinhard

Board of Education Liaison (1)

Christian Zambrano

Equity Consultant (1)

*April Francis-Taylor**

District Equity Coordinator (1)

Leon Whyte

Equity Auditor

*Kiesha Lamb**

Multicultural Student Union (2)

Kailey Ayala

Miyuki Oblitas

District Employees (10)

Alexandra Casabona

Judith Ravina

Karen Ruzzo

Lauren Scharfstein

Maria Albano

Marsha Genwright

Matthew Porricelli

Patricia Griffin

Rob Andrews

Venessa Green-Davis

Community Stakeholders (9)

Agnès Tounkara

Althea Forde

Janet Buchbinder

Katya Martinez

Leela Mitra

Leilani Yizar-Reid

Michele Metsch

Nancy Pierson

Stacy DiCristofaro

Mamaroneck Equity in Education Leaders (8)

Bonnie Sloofman

Jennifer Solomon

Keila Reyes Nunez

Kim Omoloju

Lorraine Magee

Mary Feighery

Sarah Silverman

William Vargas

* Contracted by the District

The DET Transitions to a Steering Committee

The District Equity Team has transitioned from a **Task Force** to a **Steering Committee**.



As last year's **Task Force**, the group met monthly, reviewed & updated the equity plan goals, and strategized to develop action steps around the chosen goals.



As a **Steering Committee**, the DET will serve as a guide to the MEELs, make recommendations, and ensure the progress of the plan. The DET will meet 4-5 times for the year.

The 2021-22 Leadership Structure

The DET leadership structure was adjusted to promote leadership and learning among teacher leaders. The DEC position is .4 FTE while all MEELs receive a stipend. Additionally, an equity consultant is retained, and the equity auditor continues her work with the District.

The District Equity Coordinator (DEC)

- Liaises with Central Administration
- Meets weekly with equity consultant
- Schedules facilitates DET meetings
- Supports Mamaroneck Equity in Education Leaders (MEELs)
- Facilitates professional development alongside MEELs
- Provides support to community organizations represented on DET

The Mamaroneck Equity in Education Leaders (MEELs)

- Liaise with the District Equity Coordinator
- Form and support building-level equity teams in executing the Strategic Plan
- Provide updates to DEC between meetings
- Engage in professional learning beyond District offerings



2021-22 DET Goals

MAMARONECK SCHOOLS

District Equity Team Strategic Work Plan (2021-2022)

PRIORITY AREA 1 - Developing inclusive and antiracist curriculum, instruction, and assessment K-12

Goal # 2: Provide all faculty and staff with professional development on culturally responsive pedagogy and inclusive practices that affirm and support the diverse identities and experiences of our students.

PRIORITY AREA 2 - Strengthening and creating opportunities, access, and educational quality for all students in our diverse community.

Goal #2: Support building level advisory programs for all students (K-12) to promote social-emotional learning, anti-racist mindsets, and foster an inclusive learning environment in person and remotely.

PRIORITY AREA 3 - Embedding community reflection and input to dismantle inequitable policies and reframing for equity.

Goal #1: Partner with and engage community organizations in the work of the District Equity Team. (e.g., parents, students, Community Resource Center, Larchmont-Mamaroneck RADAR, Faith-based organizations, alumni, community advocates, and youth police officers).

Goal #2: Partner with the Board Policy Committee, community members, and District Equity Team to review and revise the District Code of Conduct to include antiracist mindsets and an equity lens (this includes creating a racial and ethnic-based anti-bullying policy). To be approved and adopted by the Board by June 2022.

Priority Area 1 Update: Curriculum Audit

- Launched in 2020-21 school year with collection of audit tools and review of consultants
- Affiliation with Center for the Professional Education of Teachers (CPET) at Teachers College
- Department chairs, coordinators, teachers, and administrators developed curriculum inventory framework with CPET consultants over the summer
- HMX and MHS Social Studies departments reviewed the draft framework and completed a professional development needs assessment
- Awaiting CPET's final version of the tool and professional development schedule
- Review encompasses pedagogy, assessment, and grading practices in addition to content
- Shared reading of *Grading for Equity* by Joe Feldman and “Beware of Equity Traps and Tropes” by Jamila Dugan.

Priority Area 1 Update: Multicultural Student Union

- Marsha Genwright and Kimberly Omolaju, DET Member Advisors
- Kailey Ayala and Miyuki Oblitas, Student Representatives
- Purpose: They are devoted to providing resources, sharing ideas, facilitating events and rallies, in support of students of color and their allies at Mamaroneck High School.
- Website: www.mamkmsu.org
 - ◆ News, updates, and opportunities for community involvement
- Membership of 30
- In-person meetings on Wednesdays
 - ◆ Free to be their authentic selves
 - ◆ Share experiences
 - ◆ Make suggestions/plans to improve the experiences of students of color

Priority Area 1 Update: Professional Development

- AntiRacist/AntiBias (ABAR) workshops with specialist, Liz Kleinrock
- Monthly SEED Seminar (Seeking Educational Equity and Diversity)
- Southern Westchester BOCES PLC
- MEELs' Book Study: Belonging Through a Culture of Dignity (Cobb and Krownapple)
- Building level book studies
- PD at Faculty Meetings

Priority Area 2 Update: Equity Audit

- Hired on the recommendation of the DET
- Formed a steering committee
 - ◆ Board Member and DET Members
- Recently disseminated letter to community
 - ◆ School visits
 - ◆ Interviews
 - ◆ Review of data
- Report due around April 2022

Note: the auditor's work is a separate entity that complements the work of the DET

Priority Area 2 Update: Restorative Practices

- A District goal
- Focus on the impact of current behavior/future behavior
- Review and edit of student handbook
 - ◆ More equitable practices
 - ◆ Removed the levels of disciplinary response
- Development of new protocol
 - ◆ Teacher leads response
 - ◆ Guidance counselor involved
 - ◆ Instructional Support Team (IST)
- New protocol to be introduced over the next few months
 - ◆ Train department chairs/leadership team
 - ◆ Train faculty
- Collect data/assess impact on school climate/student behavior

Priority Area 2 Update: Hommocks Advisory

- Advisory connects a teacher with a group of students to provide academic and social-emotional support thus strengthening the school community
- Five-day schedule altered
 - ◆ Mon and Wed are W.I.N. (What I Need) days
 - ◆ Tue and Thur are teacher-facilitated
 - ◆ Fri is Student Choice Day
 - Allow for low-stakes interaction with teacher and peers
- The above adjustments were made based on a teacher and student surveys

Priority Area 3 Update: District-wide Social-Emotional Learning

- District Goal 2021-22
 - ◆ Unify elementary SEL programs (RULER, Responsive Classroom) into a cohesive framework.
 - ◆ Develop and implement middle and high school advisories and other programs to promote student belonging and success.
 - ◆ Embed and integrate Antiracist/Antibias themes in the programs above

Priority Area 3 Update: District-wide Affinity Group

- “The Space”
 - ◆ Two introductory meetings
 - ◆ Purpose: To support to faculty and staff of color
 - ◆ Monthly schedule created and shared
 - ◆ Meetings are virtual

Priority Area 3 Update: Human Resources Department

Dr. Jeremy Barker, Assistant Superintendent for Human Resources

District Goal: Recruit, hire, support, and retain diverse faculty and staff

Update:

- 10 members of the leadership team to participate in the LHCSPA Diversity Job Fair on Saturday, February 12; scheduled to meet hundreds of diverse teaching candidates
- Developing new networks to support diversity recruitment efforts: i.e. Instructional vacancies posted with Westchester Alliance of Black School Educators
- District is currently engaging in discussions with the teacher aide unit with the goal of developing a recruitment pipeline for current district employees who serve as paraprofessionals
- Spring 2022: Revising hiring guidelines, including identifying data collection methods to gauge the experience and ongoing needs of minority staff members

Priority Area 3 Update: My Brother's/Sister's Keeper

- A NYSED program
- Keila Reyes-Nuñez, Hommocks Director of Student Life
- Bryan Suertegaray, Hommocks School Counselor
- Focused on:
 - ◆ Closing and eliminating opportunity gaps
 - ◆ “Changing the narrative” around young men of color
 - ◆ Equipping students to reach their full potential
- My Sister's Keeper is a spinoff
- Schedules have been created and shared at both schools

DET Community Organizations

Responsible Action: A Drug and Alcohol Resource (R.A.D.A.R.)

→ Book Study

Coalition to Understand Racism through Education (C.U.R.E.)

→ Diversity, Equity, and Inclusion Presentations/Discussions

Human Rights Committee (H.R.C.)

→ Dr. King Content of Your Character Week

OneMamaroneck

→ Community Forum

Acknowledgements

- Mamaroneck UFSD Board of Education
- Dr. Robert Shaps, Annie Ward, Dr. Claire Reinhard, (Central Admins. on DET)
- School Administrators
- Mamaroneck Equity in Education Leaders (MEELs)
- Faculty and Staff on the DET (both past and present)
- Multicultural Student Union and Advisors
- Community Organizations, Parents, and Alumni
- April Francis-Taylor, Equity Consultant
- Kiesha Lamb, Equity Auditor

Final Thoughts

Let us avoid just being **anti-something** but instead be **FOR something**. Being antiracist and antibias should propel us towards **EQUITY** and **INCLUSION**.

Cobb and Krownapple

“It is not enough to say we must not wage war. It is necessary to love peace and sacrifice for it...We must concentrate not merely on the negative expulsion of war but on the positive affirmation of peace...”

Dr. Martin Luther King, Jr.

DIVERSITY is ubiquitous; thus it cannot be the ultimate goal.
EQUITY & INCLUSION should be our focus.

Cobb and Krownapple

“We respond with **INCLUSION** by changing our culture to ensure all people feel that they belong not in spite of their differences but because of them.”

Cobb and Krownapple

DIVERSITY is having a seat at the table

INCLUSION is having a voice

BELONGING is having that voice be heard.

Liz Fosslein



Need to Reach Out?

Please email det@mamkschools.org.

Thank you for your dedication to equity in Mamaroneck schools!