

L-S Racial Climate Task Force

JANUARY SCHOOL COMMITTEE MEETING

1-28-2020

Who's on the team?

Jim Berry, Instructional Technology Specialist

Sarah Greeley, Wellness Teacher

Shelly Hinds, METCO Director

Lori Hodin, Coordinator of Safe School Initiatives/History Teacher

Phillip James, History Department Coordinator/History Teacher

Leslie Patterson, Associate Principal - co-chair

Martha Wall, ACE Program Administrator - co-chair

Bella Wong, Principal/Superintendent

REMINDER: Background & Context

- Like many school districts, L-S has been impacted by racial climate issues in the country
- L- S has worked to address racial incidents that have occurred
- We have heard from some of our students of color that they don't feel a true sense of belonging at L-S
- These factors have underscored the need to build and improve our cultural proficiency as a district

RCTF Mission Statement

The Racial Climate Task Force (RCTF) is committed to ensuring that the racial climate at Lincoln Sudbury Regional High School supports a sense of belonging and promotes inclusiveness for all. Additionally, RCTF is committed to fostering a racial climate that is safe and respectful, and supports full and equitable access to the entire curriculum (including co-curricular experiences) for all of our students.

2019-2020 School Goals and NEASC Priority Areas

- Revise and update curriculum templates
- Narrow achievement gaps
- Improve connectedness among identity groups, especially student feelings of emotional safety and belonging
- Core value of focus: cultivating community

RCTF Goals . . .

- Recruiting, Hiring, and Retaining Educators of Color
- Providing Professional Development for Staff
- Hearing from Students and Responding to Experiences and Incidents
- Fostering Family/Community Engagement

Recruiting, Hiring, and Retaining Educators of Color

- Exploring partnerships with local colleges and graduate schools
- Preliminary data gathering

Providing Professional Development for Staff

- Racial Climate Needs Assessment Reports - Presented and Discussed
- Implicit Bias Training
 - Samuel R. Sommers, Ph.D. and Keith Maddox, Ph.D.
- Determine short and long-term plan for continued professional development on race related topics - for Admin, Academic Council, and Faculty/Staff

Hearing from Students and Responding

- Leadership on Steering Committee & active participation in monthly meetings
- Listening Sessions
- Revamping of 9th grade diversity training
- Develop targeted reporting mechanisms to assure intervention & follow-up

Fostering Family/Community Engagement

- Steering Committee leadership
- Monthly meetings with larger RCTF group that includes L-S faculty, administrators, students, parents and community members (Boston, Lincoln, and Sudbury). Actively support the development and pursuit of the goals of this group.
- Community Forums - February 6th (Boston) and 13th (LS)

Steering Committee . . .

Matthew Baird, Lori Hodin, Pamela Jones, Judy Merra

- **Our role:**
 - Planning for and facilitating RCTF community meetings
- **Our process:**
 - Collaborate using shared leadership model
- **Actions steps:**
 - Based on Needs Assessment report - prioritization
 - Bridges/Barriers to identify action steps
 - Implementation

Questions?