



**Global Citizenship & Character Advisory Committee**  
**October 30, 2019**



# Today's Agenda

- Reminder of the Global Citizenship & Character Advisory Committee Goals
- R15 Theory of Action
  - Work at the district level
- School Goals
- Learning/Planning from Teachers/Departments
- Update on “Strengthening the Bonds of Our Community”
  - Feedback on the info from the groups

# Three Goals

1. To nurture, **in students**, lifelong respect and compassion for themselves and other human beings regardless of *race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation*
2. To nurture, **in staff**, lifelong respect and compassion for themselves and other human beings regardless of *race, ethnic origin, gender, social class, disability, religion, appearance, or sexual orientation*
3. Revise curriculum to reflect a broad range of knowledge and information which illustrates varied and diverse contributions to history, the arts, science, mathematics, and literature

# Region 15 Theories of Action





# **Welcoming & Inclusive Schools**

**If**

we foster schools that are welcoming and  
inclusive to all students

**Then**

students will feel valued and they will be  
better able to access their learning.



# Work at the District Level



- Continued support for staff to attend NCCJ Anti Bias training
- Professional development for staff
  - Teaching various perspectives
  - Various pronouns uses (requested by the paraprofessionals)
  - Anti Bias training for paraprofessionals, administrators
- Continued use of the Title IV grant used to help with the work of inclusivity
- Continue to assist the community w/the work on inclusivity



# School Goals



# Elementary Presentation



# **Theory of Action 1:** If we foster schools that are welcoming and inclusive to all students then students will feel valued and they will be better able to access their learning.

## **Goals:**

- Region 15 schools will develop adult emotional literacy through RULER methodology, continue a relational approach to working with student behaviors, and increase diversity awareness and inclusion.

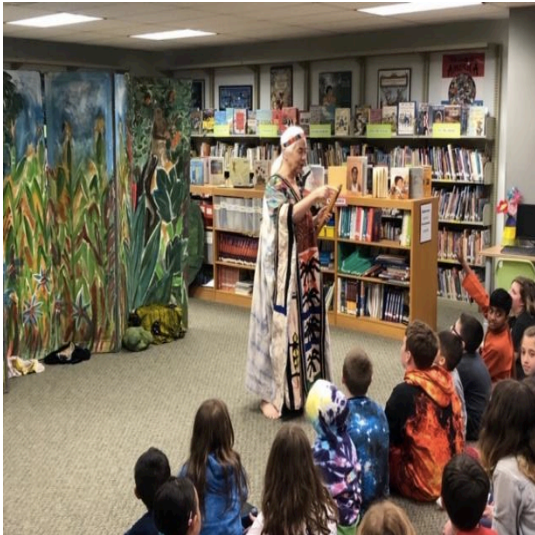
## **Action Steps:**

- Work to develop emotional intelligence of staff first.
- Creation of Staff Charter.
- Collaborate with behavioral staff to promote responses to behavior that promote agency and foster social/emotional skills.
- Continue Diversity Day and related activities.



# Theory of Action 1:

If we foster schools that are welcoming and inclusive to all students then students will feel valued and they will be better able to access their learning.



# Rochambeau Middle School & Memorial Middle School

District Theory of Action **Coherence** School Goals



1. **If** we foster schools that are welcoming and inclusive to all students, **then** students will feel valued and they will be better able to access their learning.
  - Measure: Student Survey data, attendance, participation

### ***Supporting Work***

- ❖ Monthly Advisory program focusing on identified themes designed to strengthen relationships among students and adults in the building.
- ❖ School wide assemblies to provide exposure to cultural diversity, inclusivity, and acceptance.
- ❖ Professional development opportunities for staff focusing on culturally responsive curriculum.
- ❖ Continued student recognition efforts centering on identified positive behavior and academic traits.
- ❖ Continued school counseling and administrative focus groups to support positive student connections.
- ❖ Development of student leadership experiences to help support new or struggling students.
- ❖ Development of Unified Sports, Music, and Arts experiences to connect learning center students with typical peers.
- ❖ Continued integration of developmental Guidance lessons to address a variety of topics related to social emotional learning and the middle school experience.

### ***Evidence Indicators:***

- a) Spring Climate Surveys for each stakeholder group.
- b) The School Climate Committee will meet regularly to review concerns
- c) Reduction in disciplinary related incidents, office referrals, etc.





Pomperaug High School



## **PHS Goal to support R15 Theory of Action 1:**

If we have *two-way communication* with all stakeholder groups and include them in the educational process, **then** our students will be able to achieve their highest levels of success.

### **Actions/Strategies taken to achieve school goal:**

- Create a School-Based Leadership Team that will be comprised of representation from teachers in all departments, as well as one secretary, paraeducator, athletic coach, cafeteria staff member, custodian, and security staff member.
- Create a Panther Council that will meet monthly comprised of a representative from each class government, Student Council, Interact, Link Crew, athletic captain, and any student organization that would like to send a representative.
- Create a quarterly morning parent workshop structure to discuss Student Life at PHS (1st quarter, PSAT Day), Course Offerings/Registration (2nd quarter, Midterm exams), Student Services (3rd quarter, SAT Day?), and Post-Secondary Process (4th quarter).
- Present feedback from stakeholder groups at appropriate venues for information such as faculty meetings, PTO, etc.

### **Evidence collected to show progress towards school goal:**

- a) Climate surveys for each stakeholder group (parents, students, and staff)
- b) Attendance and engagement in parent workshops





# Planning/Learning from Teachers/Departments



# PHS Humanities Update

- Dwight Sharpe (Equity, Restorative Practices and Social-Emotional Learning Facilitator from Middletown Public Schools) visit
- Guest Speakers
  - Rod Khattabi-- Grace Farms (Human Rights Classes)
  - Otis Baskins--Naugatuck Police Department (Conversations on Race Classes)
- Day of Regional Discussion at Quinnipiac University
  - Recap of last year--See pictures!
  - Plans for this year
- Student collaboration with Jeppe School for Boys in South Africa January 2020
- Proposal to present at SERC Dismantling Racism Conference Spring 2020

# CENTER FOR MEDICINE, NURSING AND HEALTH SCIENCES













# Update on “Strengthening the Bonds of Our Community” Meeting

October 23, 2019



- Reminder of:
  - the reason for the work
  - the Global Citizenship & Character Advisory Committee's goals
  - the lessons learned
    - From the time students are in Grade K-12, they spend only 13% of their time in schools
- Majority of the time was working in small groups
  - 6 groups





- **Group 1: *Special Education***
- **Facilitator: LeAnn Cassidy**
  - What programs and initiatives are you aware of that exist in the area of special education in our community that provide opportunities for every student to be accepted and welcomed?
  - How can these programs and initiatives be used to build bridges of understanding among groups?
  - How do we share information about programs, initiatives, resources with the community to help ensure that everyone is accepted, embraced, and welcomed?



- **Group 2: Racial Awareness**
- **Facilitator: Mike S. & Stacy (and need a community member)**
  - What programs and/or initiatives currently exist in the area to foster conversations about this topic?
  - How can we promote access to these resources within the community? When? Where?



- **Group 3 : *Recognizing Microaggressions and the Messages They Send***
- **Facilitator: Deborah McCloghry**
  - What are microaggressions
  - How do we recognize microaggressions
  - How we do we educate the community about microaggressions?



- **Group 4: Music/Arts**
- **Facilitator: Jeromy Nelson & Kelly Farrell**
  - Music & Art have a way of bring people together so how can we as a community use music & art to celebrate peoples' difference and inform others about diverse culture in our community?
  - What are some ideas that will show the positive ways music & art can impact & inform our society?



- **Group 5: Mental Health**
- **Facilitator: Noel Federle & Michelle Szmajio**
  - Why is it important to include this topic when discussion inclusivity/diversity?
  - What programs/initiatives/resources currently exist in the area of mental health?
  - How can we promote access to these program/initiatives/resources?



- **Group 6: “Dinner for 8”**
- **Facilitator: Josh Smith**
  - It has been said that sharing a meal with strangers is a great way to get to know each other. How do we start something like this in the community?
  - How do we advertise this?
  - How often should an event like this occur and at what time?





- Looking at the work that was started last week, what suggestions/feedback do you have?
- How do we get the community to take more of an active role these groups or in running other groups?