
Hamden Public Schools: Equity Work to date

“Equity is about investing in the needs of each individual child, to achieve a win for all children.”

Pamela M. Baldwin, Ed.D., Superintendent, Chapel Hill-Carrboro City Schools

Hamden Public Schools Definition of Equity:

A measure of achievement, fairness, and opportunity in education that does not allow socioeconomic status, race, ethnicity, gender, gender identity, disability or religion to be an obstacle to learning.

Equity in education requires putting systems in place to ensure that every child has an equal chance for success.



HAMDEN PUBLIC SCHOOLS

Diversity Statement

We intend to show our Hamden P.R.I.D.E. to showcase and honor the diverse backgrounds and perspectives of all students and staff.



Persistence

We intend to be persistent: confident, adaptable and driven to present and receive materials and activities that are respectful of the diversity in our community inclusive of gender, sexuality, disability, age, socioeconomic status, ethnicity, race and culture.



Responsibility

We intend to model responsible language, sharing and dialogue; to lead with a strong moral compass, and be accountable, contributing members of the community. We intend to be fearless, intentional and responsive to issues, within our community and the larger society.



Inquiry

We intend to inquire; to connect, wonder, investigate, construct and express; to appreciate and encourage suggestions.



Diversity

We are diverse and believe that our strength lies in our diversity. By acknowledging and appreciating ourselves and the world around us, we reaffirm that belief.



Empathy

We are empathetic. We intend to identify and understand the perspectives, experiences, and motivations of others. We intend to be kind and open minded.

Hamden P.R.I.D.E.

Guiding Principle 1: Diversity & Inclusivity

Reaffirm the district's commitment to diversity and inclusivity by acknowledging implicit biases and privilege, actively dismantling systemic racism and equitably allocating resources to remediate

Accomplishments

- HHS is the only school in CT to be named a “No Place for Hate” School
 - Updated and new BOE policies:
 - Student Dress and Grooming (*updated*)
 - Bilingual Bicultural Education (*updated*)
 - Alternative Education Programs (*updated*)
 - Students-Homeless (*updated*)
 - Personnel-Professional Development (*updated*)
 - Limited English Proficiency MLLs (*new*)
 - District Assigned Device (*new*)
 - School Calendar (*updated*)
 - Equity Audit in progress
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Guiding Principle 2: Common Language

Be intentional and purposeful by providing clarity of direction and defining key terms to build common understanding/language.

Accomplishments

- Developed an HPS glossary of terms with examples inclusive of terms such as cultural competence, cultural humility, ableism, microaggressions and equity
 - Outlined indicators for sustaining culture of Diversity, Equity and Inclusion (DEI)
 - Developed district diversity statement
 - Provided Professional Learning to all certified staff on the following topics:
 - Introduction to Equity
 - Fostering Resilient Learners
 - Understanding Cultural Identity and Bias
 - Understanding Privilege, Confronting Inequities and Moving Forward
 - Equitable Technology Integration to reach all learners in hybrid/ remote environment
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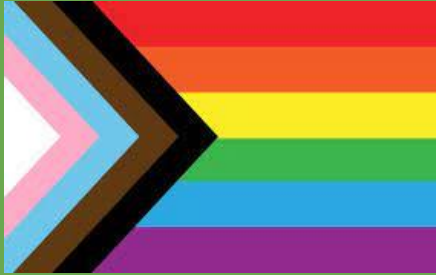
Guiding Principle 3: Inclusivity & Equity

Build awareness of key elements of an inclusive classroom/school/district as well as the role and responsibility of all staff to set the tone for a safe respectful culture.

Accomplishments

- Reviewed curriculum outlines to integrate more opportunities for DEAI and connections to students' lived experiences
 - Director team continues work with Nixon and Co in DEAI
 - Developing culturally responsive teaching strategies/ pedagogy across all HPS curricula
 - Continued coaching work with Todd White
 - Building leaders participation in *Transformational Coaching for Equity*
 - Establishment of school based equity teams, inclusive of the use of *Coaching for Equity, by Elena Aguilar*
 - Administrative Council participation in retreat with Dr. Tamika LaSalle
 - Continuation of discussions with HDAC
 - Development of LGBTQ+ task force
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LGBTQ+ Task Force Work to date



- May 24, 2021 1st meeting
- Vision: To ensuring LGBTQIA+ students and staff—of all backgrounds—are safe, valued, and able to be their authentic selves. We do this by providing education, advocacy, and support to LGBTQIA+ Students, staff, communities, and those who work with them.
- Diverse group of people made up of staff, students, parents, religious leaders, admin and community members.
- Partnered with GLSEN (Gay, Lesbian & Straight Education Network) and will provide Professional Development to our teachers on November 1st.
- **Elementary: Elementary: Ready, Set, Respect! Secondary: Creating Safer Spaces:** Chris Melillo
- Started Hamden Pride Facebook group: Jacky Forcucci
- Piloting Gender Inclusive curriculum (Advocates for Youth)
- Teacher's contract gender inclusive language: Gary Highsmith
- Training for high school admin on handling name changes and pronoun use: Gary Highsmith



Professional Learning Plan for remainder of 2021-22

1. Ensuring Equitable Practices (6 half day sessions)
 2. Implementing Choose Love program K-12,
 3. Change from Within at Elementary level
 4. Curriculum Mapping and Integration work
 5. Workshops in collaboration with Connecticut Women's Consortium, GLSEN and Choose Love
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Measuring Progress

1. District administrators conduct Equity Audit; Disaggregate data and plan strategies to address inequities through Admin Council work groups.
 2. School Based Equity Teams and principals conduct a survey of school-wide PBIS practices/implementation; Disaggregate data and plan school-based strategies and align practices.
 3. Selected schools (HMS, HCLC, Church, West Woods, Ridge Hill and Spring Glen) participate in the CSDE SEL Pilot; Administer the DESSA assessment (Aperture Education) to identify areas of SEL needs (Student-related) and to inform decisions regarding implementing SEL strategies and initiatives.
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LGBTQ+ Task Force Future Plans



- Fully Implement Advocates for Youth Health Curriculum K-12
 - Provide PD on the building level
 - Work with Pride and Gender Equity clubs to provide and promote events and functions in school
 - Work with the town of Hamden to plan and promote LGBTQIA+ events and functions
 - Ensure that every Hamden School has a Rainbow Library:
GLSEN's Rainbow Library is a program that sends LGBTQ+ affirming K-12 text sets to schools for free.
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Professional Learning Plan for 2022-23 in development...

Inclusive Pedagogy

Equitable Grading and Assessment Practices



Questions?

