

Board of Education  
Darien, Connecticut

**THURSDAY, NOVEMBER 18, 2021**

**SPECIAL MEETING OF THE BOARD OF EDUCATION**

**Darien Public Schools'  
Administrative Offices  
Meeting Room  
5:00 p.m.**

**AGENDA**

1. Call to Order..... Mr. David Dineen 5:00 p.m.
2. Public Comment\*..... Mr. David Dineen
3. Discussion with Diversity, Equity.. Dr. Alan Addley  
and Inclusion Consultant
4. Public Comment\*..... Mr. David Dineen
5. Adjournment..... Mr. David Dineen

AA:nv

**\* \* The Board of Education meeting will be available to the public in person and via Zoom. In-Person attendance at the Board meeting is limited by room capacity and social distancing requirements. All members of the community must wear masks regardless of vaccination status. Only 14 seats are available for the public which will be available on a first come, first serve basis. Doors open at 4:45 p.m. for the 5:00 p.m. meeting. If you are present and wish to give public comment but are unable to get a seat, you will be required to wait outside and you will be invited into the room when it is your turn to speak.**

**Those members of the community wishing to participate in public comment should join the meeting via Zoom:**

**<https://darienps.zoom.us/j/93374588969>**

**Those members of the community wishing to view only, should do so through the Darien Youtube link: <https://www.youtube.com/channel/UCUnnvYKBfbFrTWQRuoB6OZA>**

**In order to reduce audio interference, members of the community are requested not to simultaneously view by Youtube while participating on Zoom.**



## Memorandum

To: Darien Board of Education  
From: Alan Addley, Ed.D., Superintendent of Schools  
Christopher Tranberg, Assistant Superintendent of Curriculum and Instruction  
RE: DEI District Update  
Date: October 26, 2021

The Board's continuous commitment to addressing the challenges the District faces with diversity, equity and inclusion is paramount in making positive changes to benefit our students and the larger community. We continue to hear from members of the Board, students, parents, and staff that it is time for action and change.

The Board thoughtfully identified equity as well as diversity and inclusion as core beliefs with the adoption of the strategic plan last spring. The core values are the fundamental beliefs and collective commitments that adults make to shape the culture and the path to achieving our shared mission and vision. While we remain hopeful that establishing a DEI Team will make important contributions to this work, we also understand that additional actions are necessary to support our students, families and staff.

The administration has reviewed several resources and programs ranging from the Anti Defamation League (ADL), National Conference for Community and Justice (NCCJ), Challenge Day, Elevate Education and independent consultants. After several meetings and conversations, the decision was made to expand our relationship with Ken Shelton of Elevate Education.

Elevate Education was selected for a variety of reasons. Foremost, Mr. Shelton was able to propose and articulate a comprehensive plan that will not only guide our DEI Team, but also support students, staff, parents and the larger community in our shared work. Ken Shelton is not only a talented consultant in the area of DEI, he is also a former educator with over 20 years of classroom experience. Ken's personal experiences as a diverse educator and college athlete give him insight into our community and the challenges we face.

Additionally Mr. Shelton was the ideal choice because he will work to build our capacity so the work can continue indefinitely. Core elements of the plan include:

Support the facilitation of a District-wide **Diversity, Equity and Inclusion Committee** including students, teachers, administration, parents, and representation from the community and the Darien Board of Education, who will collaboratively:

- create a District equity statement;
- analyze data following and strategically identify root causes of inequities;
- develop DEI fluency through participation in experience to explore equity;
- build networks across the community to discuss DEI topics;
- make recommendations to address understood barriers; and,
- systematically review data to evaluate successes and growth areas.

*3 onsite visits, 4 remote visits  
commencing November, 2021*

Support administration and staff in their **professional learning** in order to:

- develop curricula that are culturally responsive to student needs;
- define principles of high-quality instruction for all learners;
- building sustainable pathways to a more inclusive culture; and,
- fostering learning cultures that meet the needs of all learners.

*3 onsite visits, 2 remote visits  
commencing November, 2021*

Develop and support opportunities for **student leadership** through:

- facilitating student leadership groups at DHS and MMS who will create action plans to address systemic inequities and barriers following a two-day leadership institute; and,
- working with student athletic teams and coaches to build and sustain inclusive team cultures where all are welcome.

*4 onsite visits (2 DHS/athletics/activities, 2 MMS) 4 remote visits  
commencing November 2, 2021*

Partner with the **community** by:

- offering parent workshops to support connections between home and school; and,
- facilitating a series of community conversations with an identified group of representatives to uncover and address systemic inequities across the larger Darien community.

*3 onsite community conversations, 3 virtual parent sessions  
commencing January, 2022*

#### **Budget:**

Budgeted expenditures for FY 2022 include a total of \$79,000 of which \$23,000 is budgeted in supporting the DEI committee and staff professional development. Additional expenditures include \$35,000 to support the development of student leaders, athletic teams and coaches as well as an additional \$21,000 to support community partnership opportunities and additional professional development for staff. One onsite visit and six remote sessions will be scheduled that are not reflected above.



Ken currently holds an M.A. in Education with a specialization in Educational Technology as well as New Media Design and Production. He has worked as an Educator for over 20 years and most recently taught technology at the Middle School level. As a part of his active involvement within the Educational Technology community, Ken is an Apple Distinguished Educator and a Google Certified Innovator. Ken has worked extensively at the policy level and was named to the California State Superintendent of Public Instruction's [Education Technology Task Force](#). Ken regularly gives keynotes, presentations, consults, and leads workshops, covering a wide variety of Educational Technology, Equity and Inclusion, Multimedia Literacy, Cultural Relevance, Visual Storytelling, and Instructional Design topics. Ken is the ISTE Digital Equity PLN 2018 Excellence Award winner.

Ken has had the privilege to speak at many major conferences and events around the world as well as schools and school districts. He brings a worldly breadth of practical experience, knowledge, and perspective. Ken also had the privilege to speak at the TEDx Burnsville ED event, as well as CRESSTCon16 at UCLA in front of a predominantly Higher Ed audience. Both can be viewed below. Ken has also provided and continues to provide consulting support to many companies, State Departments of Education, Ministries of Education, school districts/systems Nationally and Internationally, as well as non-profits such as the California Emerging Technology Fund's [School2Home](#) program which is designed to support closing the Achievement Gap and Digital Divide at low-performing California middle schools.