

New Providence School District

Diversity, Equity, & Inclusion

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Director of Curriculum, Instruction, & Supervision

Diversity, Equity, & Inclusion

The New Jersey Student Learning Standards (NJSLS) are designed to support the development of curricula that highlight the contributions and experiences of individuals with diverse abilities, cultures, identities and perspectives.

These are in line with the legislative requirements of:

[N.J. Stat. § 18A:35-4.35](#)

2019 History and Contributions of Individuals with Disabilities and LGBT:

include instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people, in an appropriate place in the curriculum of middle school and high school students as part of the district's implementation of the New Jersey Student Learning Standards.

[\(N.J.S.A. 18A:35-4.36a\)](#)

Diversity and Inclusion Statutes 2021:

Instruction to highlight and promote economic diversity, equity, inclusion, tolerance, and belonging in connection with gender and sexual orientation, race and ethnicity, disabilities, and religious tolerance;
Examine the impact that unconscious bias and economic disparities have at both an individual level and on society as a whole;
Encourage safe, welcoming, and inclusive environments for all students regardless of race or ethnicity, sexual and gender identities, mental and physical disabilities, and religious beliefs.

[\(N.J.A.C. 6A:7\)](#)

Equitable Access 2020:

to ensure all students, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, are provided equal access to educational programs and services by district boards of education.

Where have we been...

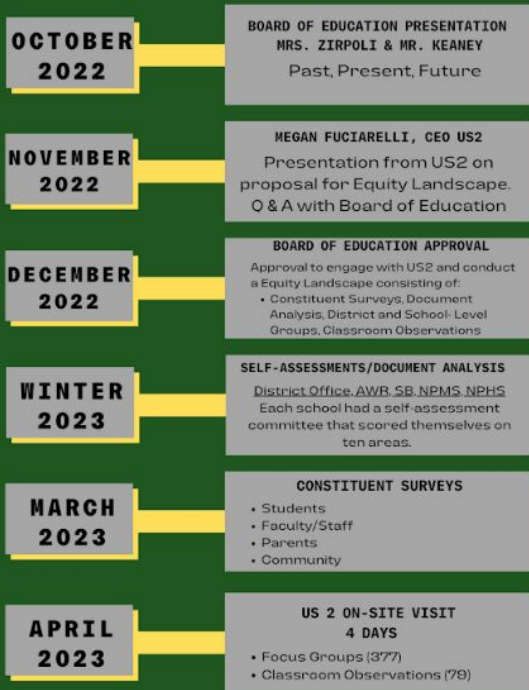


NEW PROVIDENCE
SCHOOL DISTRICT

Dedicated to Excellence

Timeline-

Diversity, Equity, & Inclusion



Where are we going...

Timeline-

Diversity, Equity, & Inclusion



US² Equity Landscape- *What was included?*

Adult Survey

Staff: 209

Parent/ Guardian/
Caregiver: 407

Community

Member/Board: 22

Student Survey

PreK- 5: 976(91%)

6-12: 1,112 (89%)

Classroom Observations

Pre K- 12: 79

Focus Groups

Administration: 14

Board Members: 7

Instructional Staff: 163

Non-Instructional Staff: 45

Parents/Guardians/Caregivers: 33

Community Members: 4

Students: 111

Total: 377

Document Analysis

Policies

Student Code of Conduct

Curriculum

Criteria for G&T/Honors/AP

US² Exit Presentation - *Areas of Strengths*

Students are engaged
with one another in
discourse

Students are
completing rigorous
coursework

Staff have genuine
care and concern for
their students and
community

People move here for the
schools; there is a sense of
pride around the New
Providence School
District

Constituents across the
District genuinely are here
for the students within
New Providence School
District

Leadership understands the
need for outside support in
areas surrounding social
justice, equity, diversity,
and inclusion

US² Exit Presentation - *Opportunities for Growth & Improvement*

Providing a strong foundation of common vocabulary and purpose guides the work

Engaging in transparent and consistent communication leads to a sense of togetherness

Representation changes lives

Having authentic conversations rooted in humility allows for all members of the NPSD community to be seen, valued, heard, and welcomed - leading to a sense of belonging

Providing training, expectations, policies, and procedures leads to higher confidence and alignment

Balancing the whole child empowers the leaders of tomorrow

US² Summary of Recommendations

**Classroom
Culture**

**Family &
Community
Engagement**

Instruction

Representation

**Identity
within
Curriculum**

**Diversity
within
Curriculum**

**Justice
within
Curriculum**

**Action
within
Curriculum**

**Teacher
Leadership**

**JEDI
Experience**



DEI District Committee

District

Lauren Zirpoli - *Assistant Superintendent of Educational Services*

Jon Keaney - *Director of Curriculum, Instruction, & Supervision*

Dr. Joseph Harvey - *Director of Special Services*

AWR

Katie Blanco - *Reading Specialist*

Shawna Damon - *Spanish/ESL*

Natasha Feliciano-Allen - *Assistant Principal*

Maria Halkias - *Reading Specialist*

Sharon Licari - *Basic Skills*

Salt Brook

Jonathan Firetto - *Assistant Principal*

Gwen Hermann - *Special Education-LLD2*

Jackie Kaufmann - *Reading Specialist*

Lynn Kral - *School Nurse*

Michelle Testa - *K-6 Math Department Head*

Middle School

Leah Bromley - *K-12 Science Dept. Head*

Michael Criscitello - *Assistant Principal*

Alessandra Finis - *Language Arts*

Grace Kinsella - *Crisis Counselor*

Leah Russo - *Language Arts*

Katie Mangel - *District Communications*

High School

Rachel Fintz - *Science*

David Goldstein - *7-12 Language Arts Dept. Head*

Stephanie Kwiatkowski - *Assistant Principal*

Amy Nagle - *Media Center Specialist*

Jen Pasuit - *K-12 STEM Dept. Head*

Professional Development

2022-2023 School Year

(4) one-hour after school sessions

2023-2024 School Year

October Full Day PD

December Full Day PD

Winter/Spring 2024

TBD...



Professional Development- 2022-2023

- Goals/Objectives
- Committee Norms
- Intentions
- Identity

- Developing
Community
- Classroom Practice

FEBRUARY

MARCH

APRIL

SEPTEMBER

- What is our Why?
- Working with Identities
- Lived Experiences
- Biases

Working with the
Themes at the District
Level - Developing a
Deep Understanding

Professional Development - Full Day 2023-2024

**Working with the Themes
at the School Level -
Areas of Strength, Areas
of Growth**

**Staff will reflect on their
present classroom
practices related to
themes.**

OCTOBER

DECEMBER

WINTER '24

SPRING '24

**Working with the Themes
-Create reflection questions
for staff.**

**Introduce High Impact
Strategies to staff and plan
Professional Development
for 2024-2025.**

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Why is this important to New Providence?

Mission Statement

In partnership with students, teachers, parents and community, the mission of the New Providence School District is to prepare our students academically for their pursuits, to develop the appropriate social and emotional skills to be productive, empathetic, global citizens, and to stimulate a growth mindset for continued, lifelong learning in a culturally diverse society.



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QUESTIONS