



NEW LONDON
PUBLIC SCHOOLS



District Equity Leadership Team

2023 - 2024 Report to the Board of Education



united in excellence

February 12, 2024



Purpose:

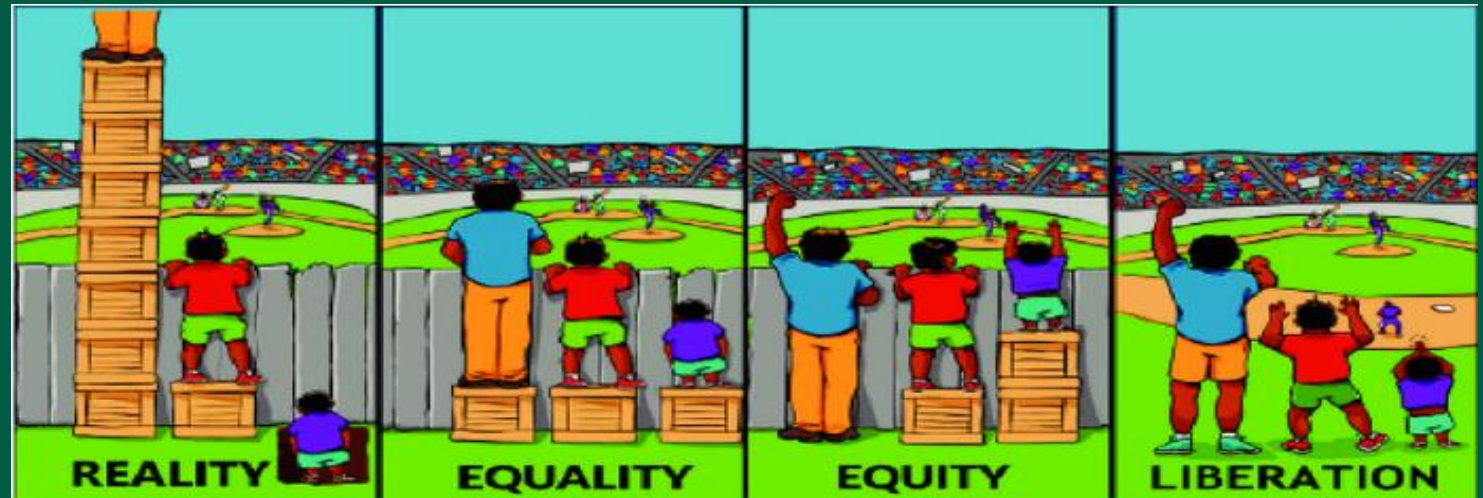
Provide the Board of Education an overview and update of DELT's purpose, guiding tenets, professional development work, collaborations, accomplishments, challenges, and next steps.

Success Criteria:

- I can reflect on my level of comfort with equity work as a Board of Education Member and community leader.
- I have a strong sense of where our district is and where we would like to go in terms of equity as well as its importance to our community.

Agenda:

- A. Introductions: DELT Team & Collaborators
- B. Check-In
- C. Statement of Purpose
- D. NLPS Equity Tenets
- E. **Leaders of Equity** - Sampling of Training, Learning Expectations and Success Criteria
- F. Review of the Workshops offered to date
- G. Plans for the remainder of this year and beyond
- H. Q and A



DELT Members

- Maria Carrillo: Director of Multilingual Learners
- Amber Herisson: Instructional Coach
- Jenn Hills-Papetti: Assistant Superintendent
- Sasha Kiely: Instructional Interventionist
- Carol Paldino: Supervisor Special Education/Parent Advocate
- Patrick Sheehan-Gaumer: Wellness Interventionist
- Laurelle Texidor: Director of Academics and Professional Learning
- Jersa Valencia: Coordinator Family Engagement and Empowerment

New DELT Membership & Mental Health Collaborators

- James Childs – Behavioral Motivator
- Kristina Ciotto – Social Worker
- John DelVento – Teacher
- Ruben Diaz – Teacher
- Tyriel Dominick – Social Worker
- Sarah Kadden – Social Worker
- Bryan Mahon - Principal
- Erin McGuire – Assistant Director of Mental Health
- Rachel Newer – Social Worker
- Linda Pfieffer – Teacher
- Alicia Ross – Assistant Principal
- Jade Sailor – Library Media Technician
- Lelani Sanchez - Interventionist
- Paul Winston – Social Worker

Statement of Purpose

Our equity work is built on foundational concepts, or *tenets*, that first and foremost **place students at the core**. Our goal is the development and implementation of an Equity Transformation Plan, which lives as a tool to inform district work.

As a school district servicing over 90% students of diverse ethnic and racial backgrounds, our plan includes the implementation of a **culturally responsive curriculum and instructional approach** that is the foundation of the curricular work on-going throughout the district.

We also recognize and embrace the importance of **family engagement and empowerment** in pursuing equitable outcomes for all students. We seek and support **equity-based leadership** for all areas of our staff. Additionally, to ensure successful and equitable academic outcomes for our students requires a plan that supports their social, emotional, and physical health and wellness.

Finally, we know that the success of our students and school system is reliant on collaboration with the greater community and as such we lead these conversations and work to partner with community organizations and agencies who inform and support our work.

Evidence of these goals can be found within the 2023 – 2024 NLPS District Strategic Plan.



NLPS Equity Tenets

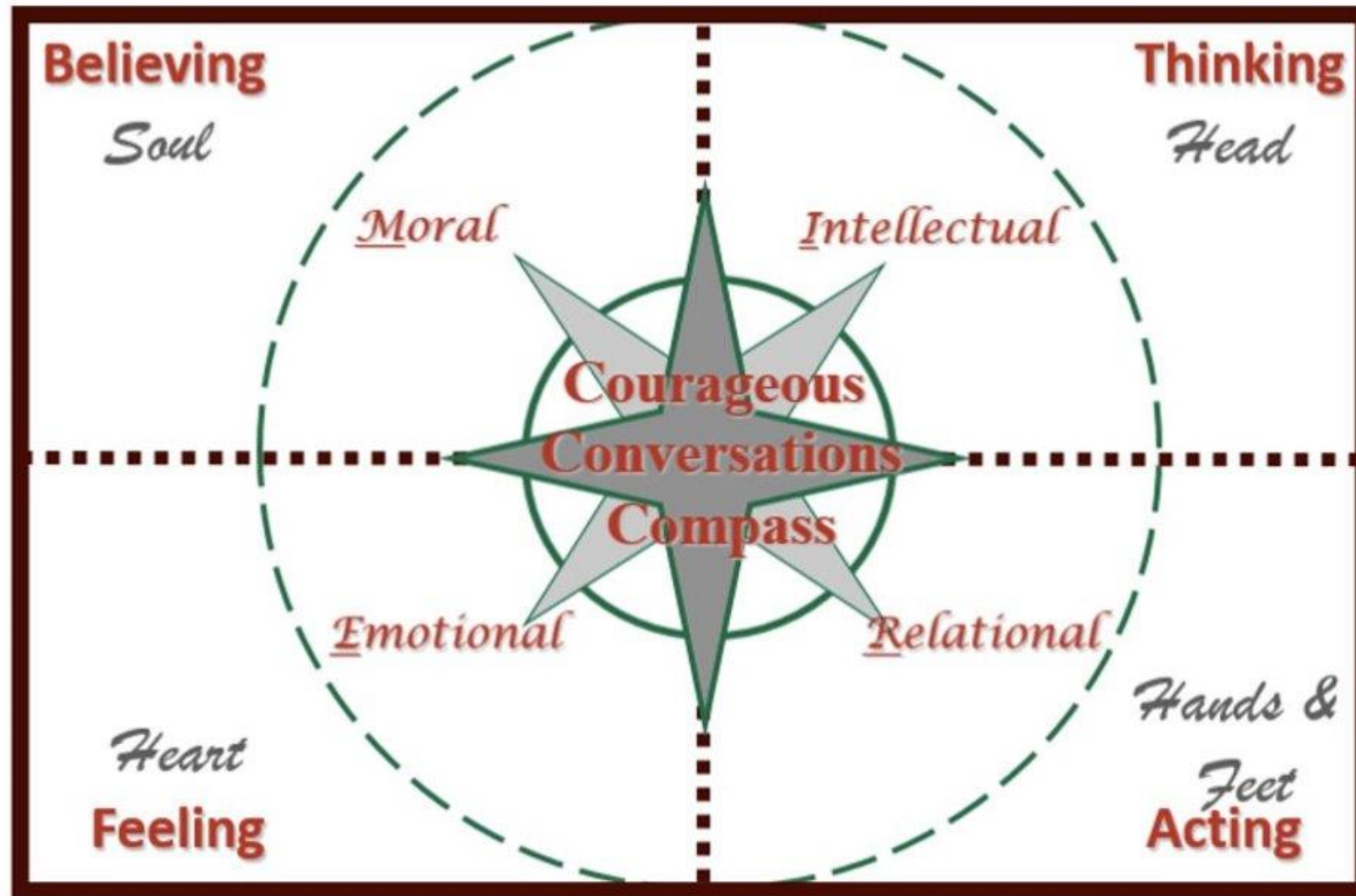
Students at the Core	Culturally Responsive Curriculum
Culturally Responsive Instructional Practices	Culturally Receptive Systems
Family Engagement and Empowerment	Community Engagement and Partnership for Equity
Equity Based Leadership Development / Practice	Social, Emotional, and Physical Health/Wellness

Agreements and Conditions for PD

- STAY ENGAGED
- EXPERIENCE DISCOMFORT
- SPEAK YOUR TRUTH
- EXPECT/ACCEPT NON-CLOSURE

1. FOCUS ON **PERSONAL**, LOCAL AND IMMEDIATE
2. **ISOLATE RACE**
3. NORMALIZE **SOCIAL CONSTRUCTION** & MULTIPLE PERSPECTIVES
4. MONITOR AGREEMENTS, CONDITIONS AND **ESTABLISH PARAMETERS**
5. USE A “**WORKING DEFINITION**” FOR RACE
6. EXAMINE THE PRESENCE AND ROLE OF “**WHITENESS**”

The Compass



PACIFIC EDUCATIONAL GROUP



Administrator - Leaders of Equity

Administrative Council → Leaders of Equity PD

December 2023

- Refamiliarize the Admin Council with the Equity Transformation Plan
- Develop baselines of our individual comfort level in leading conversations about equity that will ultimately impact student academic/behavioral outcomes
- Re-affirm and/or adjust our district's vision for equity

March 2024 - Part 2 based on Admin identified need & next steps

Previous Equity Workshop Learning Targets

October - November: Identity

- Learn more about the role and actions of DELT
- Learn/review the agreements, conditions and compass from Courageous Conversations About Race
- Engage in self-reflection and critical conversations around identity

December – January: Beliefs

- Review the learning target purpose of the Fall Iceberg Exercise
- Review the CCAR Compass and explore the “believing” quadrant by reflecting on core values and beliefs
- Give feedback to inform future equity work for the schools and in the district

Future Equity Workshop Learning Targets

February – June: DELT /SEL Collaboration

- Reflect on previous discussions on identity and beliefs
- Discuss and reflect on implicit bias and how this impacts our work with students
- Understand micro-aggressions
- Provide tools to interrupt implicit bias and speak out against micro-aggressions and more explicit forms of aggression
- Understand and practice cultural humility

Accomplishments

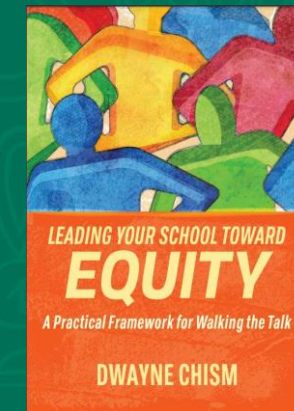
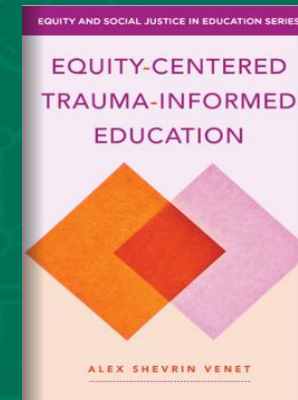
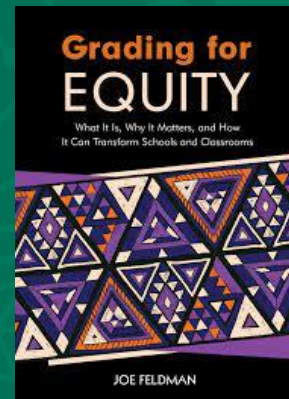
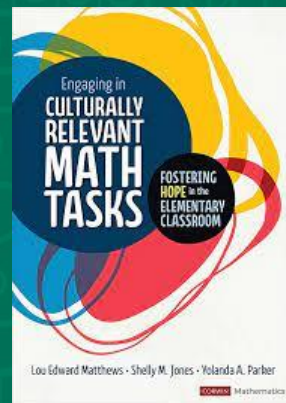
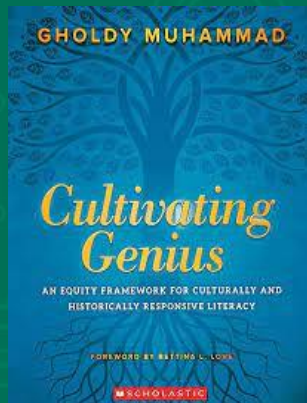
- Increased staff participation and interest in DELT/DELTA
- Increased the number of PD presenters & assigned each school as specific PD team
- Gathered feedback and used that feedback to build focus areas
- Revised draft curriculum template to be culturally responsive
- Even with the growing challenges to Diversity, Equity and Inclusion efforts in society New London Public Schools continues to put equity at the forefront of our work

Challenges

- Having enough people to train new staff that enter the district
- Being able to provide differentiated professional development for the wide-range of experiences of all staff
- Continuing to build the capacity of all staff in seeing the vital need for this work in all we do every day and its connection to our students' achievement

Resources

- Literacy: Cultivating Genius via Culturally and Historically Responsive Literacy by Dr. Ghoudy Muhammed
- Engaging in Culturally Relevant Math Tasks: Fostering Hope in the Elementary Classroom by Lou E Matthews, Shelly M. Jones, Yolanda A. Parker (Author)
- Grade for Equity: What It Is, Why It Matters, and How It Can Transform Schools and Classrooms by Joe Feldman
- Equity-Centered Trauma-Informed Educations by Alex Shevrin Venet
- Leading Your School Toward Equity by Dwayne Chism



Questions? Comments?







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