



Peekskill City School District

Diversity and Equity in Our District

Westchester Putnam School Boards Association

October 14, 2021



Dr. David Mauricio, Superintendent

Daniel Callahan, Assistant Superintendent

Dr. Margie Daniels, Administrator for Diversity and Equity



Board of Education



President



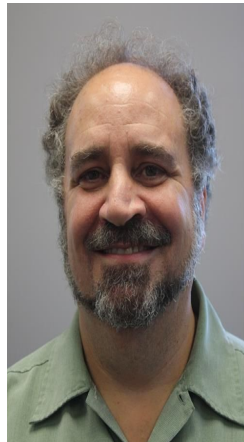
Vice President



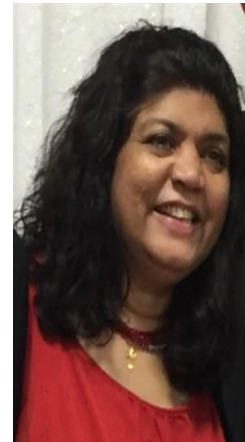
Trustee



Trustee



Trustee



Trustee



Trustee





Peekskill's Promise

Our Mission is to educate and empower all students to strive for excellence as life-long learners who embrace diversity and are contributing members of a global society.



**Rigorous
PreK-12 Aligned
and Culturally
Responsive
Academics**



**Robust
Literacy
and STEAM
Opportunities**



**Whole-Child
Commitment**



**Enrichment
Experiences
For All**

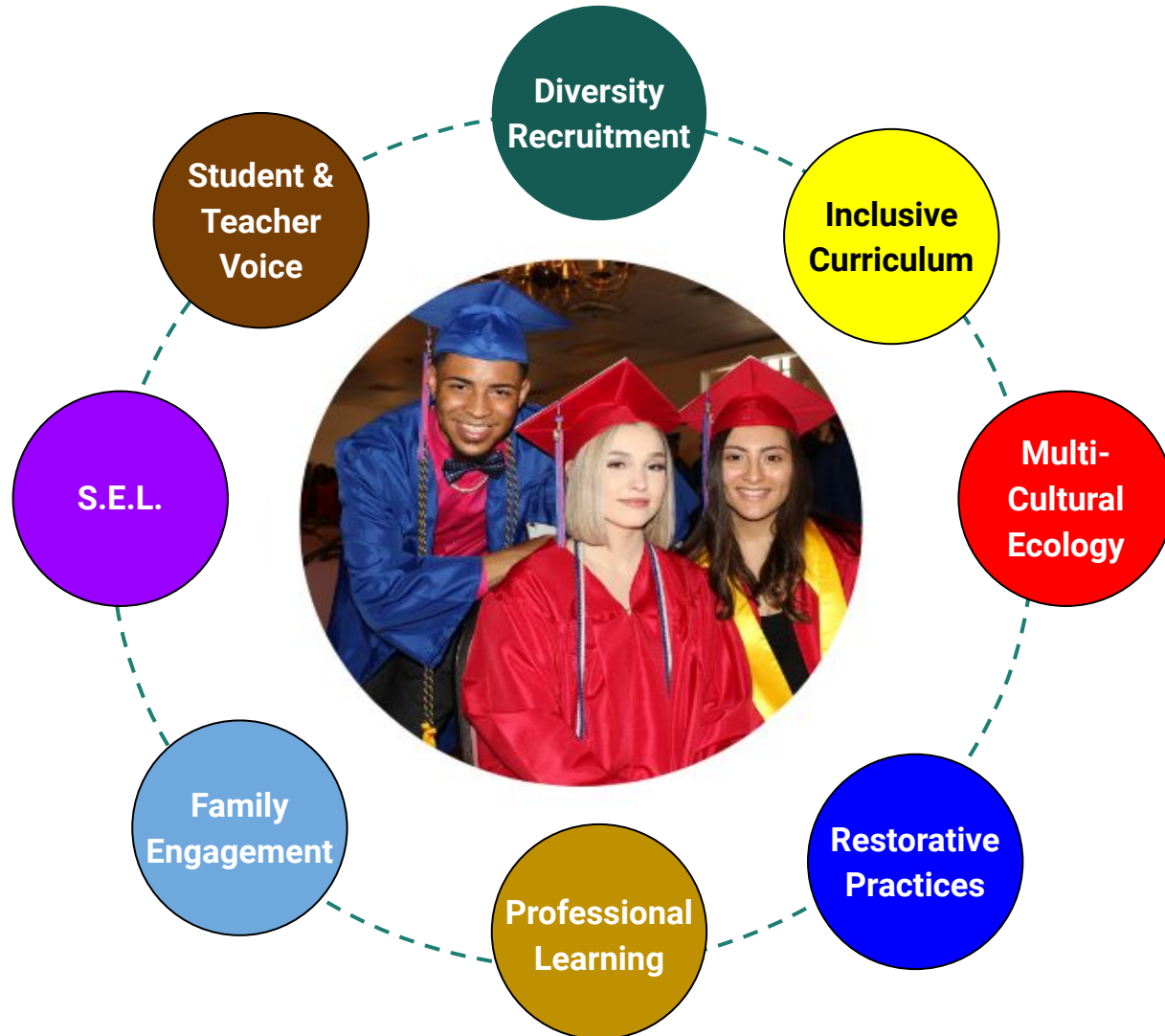


**Powerful
Parent, Family
and Community
Partnerships**





Diversity, Equity and Inclusion





Diversity Recruitment Purpose and Policy

Purpose: We believe that embracing and understanding cultural diversity is imperative to strengthening and enriching our school community.

Diversity Recruitment Policy (Adopted: April 23, 2019):

- outline the **actions** for diversity recruitment for all existing and newly created vacancies
- Aligned to our District's Mission:
- Our **mission** is to educate and empower all students to strive for excellence as life-long learners who **embrace diversity** and are contributing members of a global society.
- **Equal Opportunity Employer**- we do not discriminate against applicants
- Belief that students must engage with **staff who reflect** all aspects of diversity within our community and global society.
- Diversity is one of the factors under consideration - always recommend the **most highly qualified**
- **Clear Charge:** ...district will implement actions to accomplish the Board of Education's Priority Goal for Diversity Recruitment.



BOE Priority Goal: Diversity Recruitment Plan


Strategies:

- **Multifaceted Outreach**
- **Comprehensive Recruitment Packet**
- **On-site and On-line Recruitment**
- **Expanded HR Professional Development**
- **Enhanced Screening/Hiring Process**



Multifaceted Outreach


GOAL: Enhancing the hiring practices to increase the number of high quality candidates from historically under-represented groups:

What did we plan to accomplish?	What we have accomplished?	What are next steps?
<p>Creating a database of Colleges and Universities which enroll historically underrepresented potential candidates:</p>	<p>Digital Recruitment /Mailing List Historically Black Colleges and Universities (HBCUs) Colleges and Universities with highly regarded ESL Programs</p> <ul style="list-style-type: none"> • Teacher College (Columbia University) • Mercy College • Manhattanville 	<p>Continue to grow the network to increase the number of high quality candidates</p>
<p>Electronic Job Board /Professional Networks</p>	<ul style="list-style-type: none"> • National Alliance of Black School Educators (NABSE) • Westchester Alliance of Black Educators (WABSE) • Association of Latino Administrators and Superintendents (ALAS) • HBCUconnect.com (World largest organization of HBCU Alumni) • NYS Association of Latino Administrators and Superintendents (NYSALAS) • School Administrator Association of New York State (SAANYS) • National Association for the Advancement of Colored People (NAACP-Peekskill Chapter) • The New York State Association for Bilingual Education (NYSABE) • LATCareer.net 	<p>Continue to grow the network to increase the number of high quality candidates</p> 

On-site and On-line Recruitment

GOAL: Leverage on-line and in-person opportunities to reach an ethnically diverse national workforce and talent.



What did we plan to accomplish?	What we have accomplished?	What are next steps?
<p>E- Recruitment:</p> <ul style="list-style-type: none"> • Social Media • Job Boards <p>Personal Recommendations by our District Staff</p>	<p>E-Recruitment:</p> <ul style="list-style-type: none"> • Social Media • Twitter • Facebook • Instagram • LinkedIn 	<p>Continue to grow the network to increase the number of high quality candidates</p> <p>Continue to expand on Personal Recommendations by our District Staff</p>
<p>Attend Recruitment Fairs</p> 	<ul style="list-style-type: none"> • PNWBOCES Diversity Fair • NYC Teacher Job Fair • Peekskill City School District Job Fair 	<p>Explore research and identify other opportunities to increase the number of high quality candidates</p>

Enhanced Screening/Hiring Process

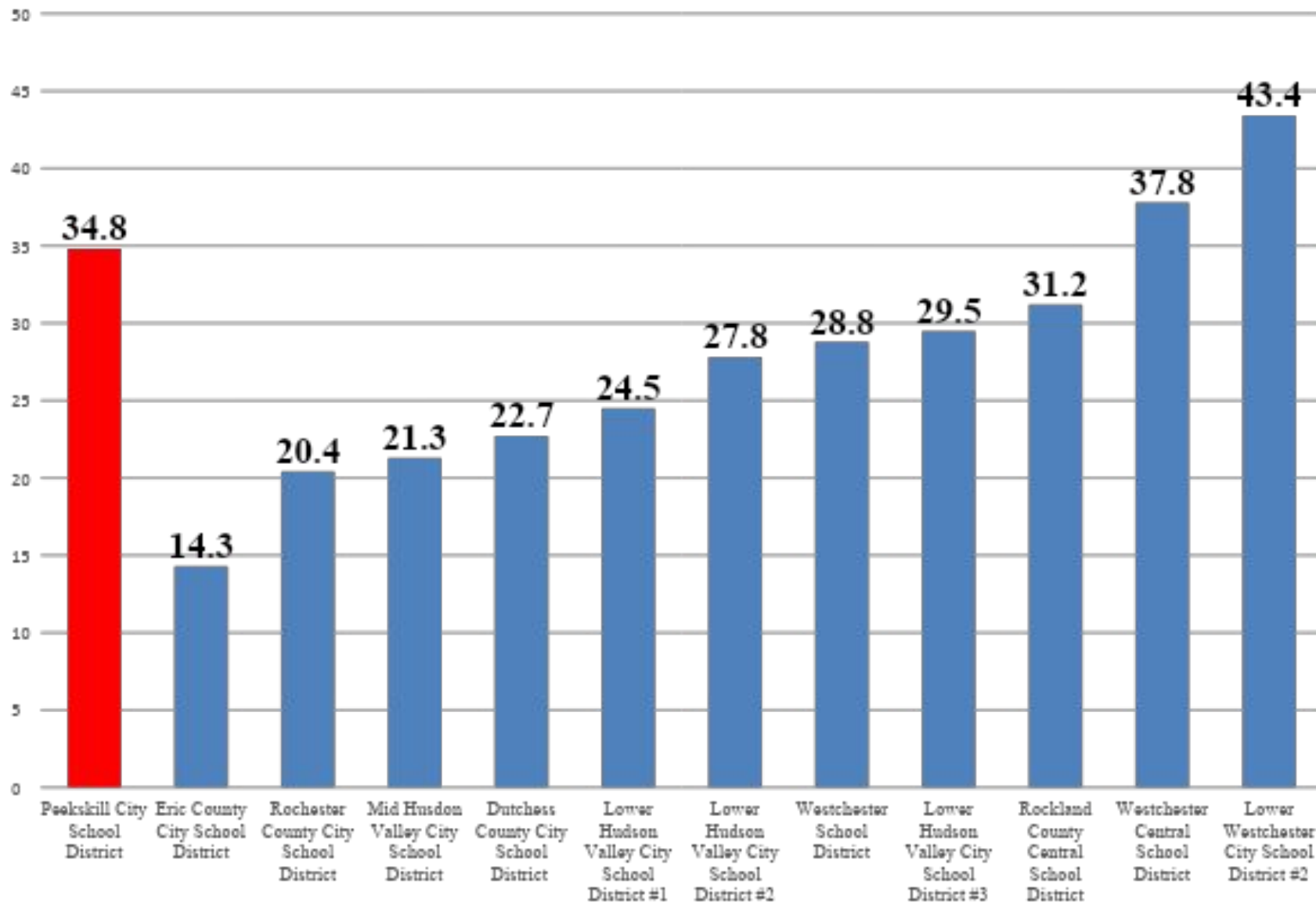
GOAL: Enhance diversity through a modified recruitment process



What did we plan to accomplish?	What we have accomplished?	What are next steps?
<p>Candidate Sourcing to Reach Diverse Staff</p> <ul style="list-style-type: none"> • Every open position provides an opportunity • Allow enough time • Guaranteed interviews for Peekskill Residents and/or Alumni • Candidate selection process • Committee reflects our student diversity • Screen, evaluate, and select the best candidates for positions 	<ul style="list-style-type: none"> • Diverse Hiring Committees for each vacancy to part of the full process 	<ul style="list-style-type: none"> • For 2020-2021 school year, ensuring once the vacancies are identified getting the posting out (i.e., February-March) • Making sure the initial posting is advertised in a timely fashion (allow enough time) • Continue to guarantee interviews for Peekskill Residents and/or Alumni • Ensuring all candidates are aware of their status during the hiring process
<p>One-way Interviews (e.g., RIVS software)</p>	<p>Interview streaming to assist with the Pre-screening process (only district in the area using this process)</p>	<p>Continue to use Interviewstream and explore other opportunities to enhance the recruitment process (i.e., Recruit Front)</p>
<p>Using a Digital paperless process - (Power Schools with PNW BOCES)</p>	<p>Building the digital infrastructure</p>	<p>Launch the Digital paperless process</p>

NYS % Minority Teachers Comparison

Source: 2018-2019 NYS Education Department (nydatabases.com)





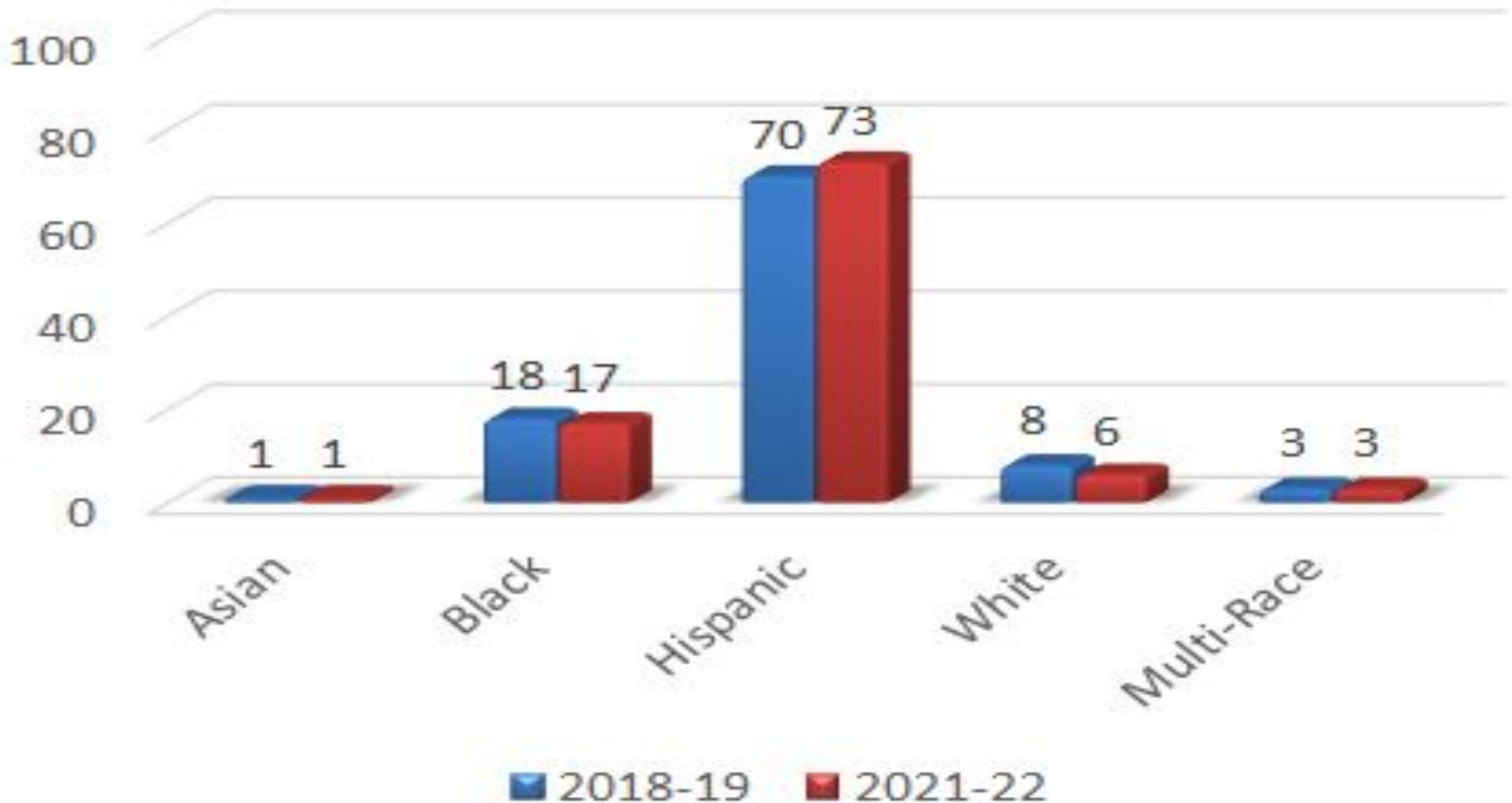
Demographic Data (Students) 3 Year Comparison

Year	Asian	Black	Hispanic	White	Multi-Race
2018-19 (3,441)	43	636	2,393	264	104
2021-22 (3,380)	39	564	2,458	219	97



Demographic Data (Students) 3 Year Comparison

Students (%)

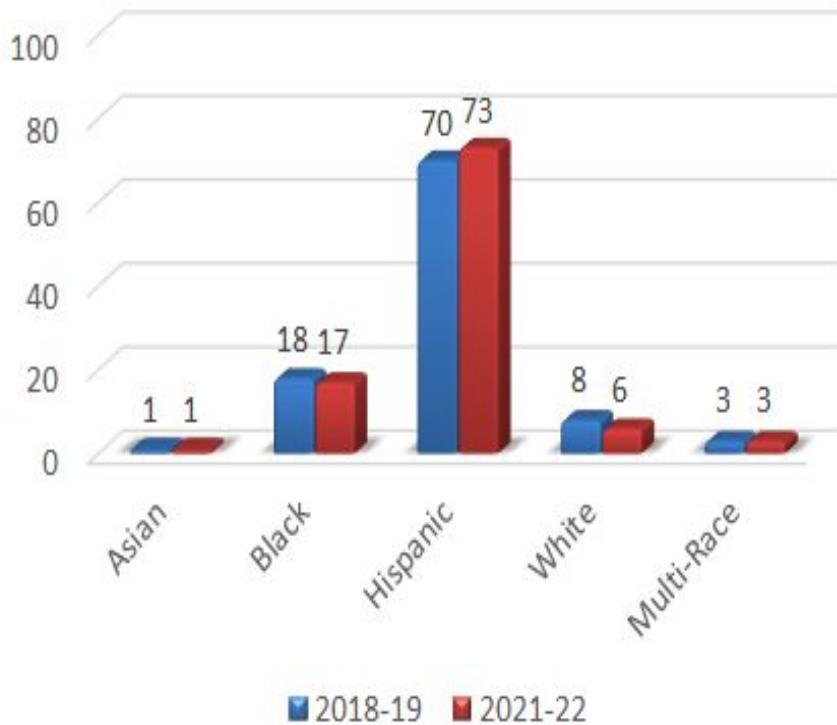




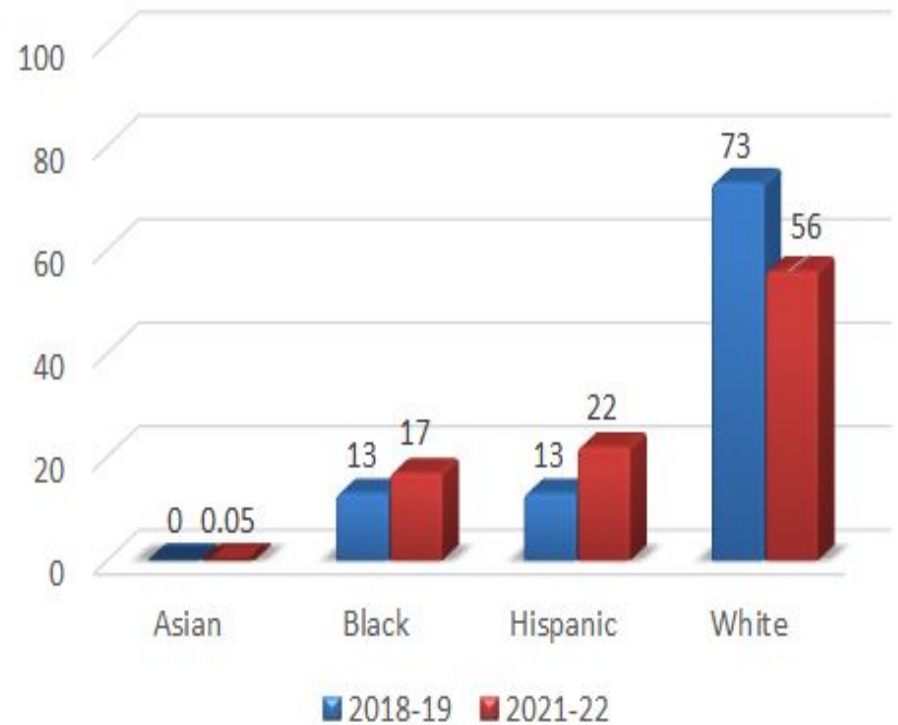
Demographic Data (Students and Central Office)

3 Year Comparison

Students (%)



Central Office Administrators (%)





District Executive Leadership Team



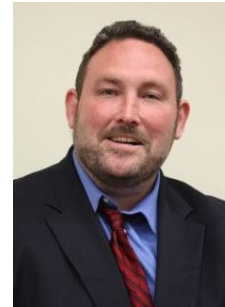
Assistant
Superintendent



Assistant
Superintendent



Superintendent



Assistant
Superintendent



Assistant
Superintendent

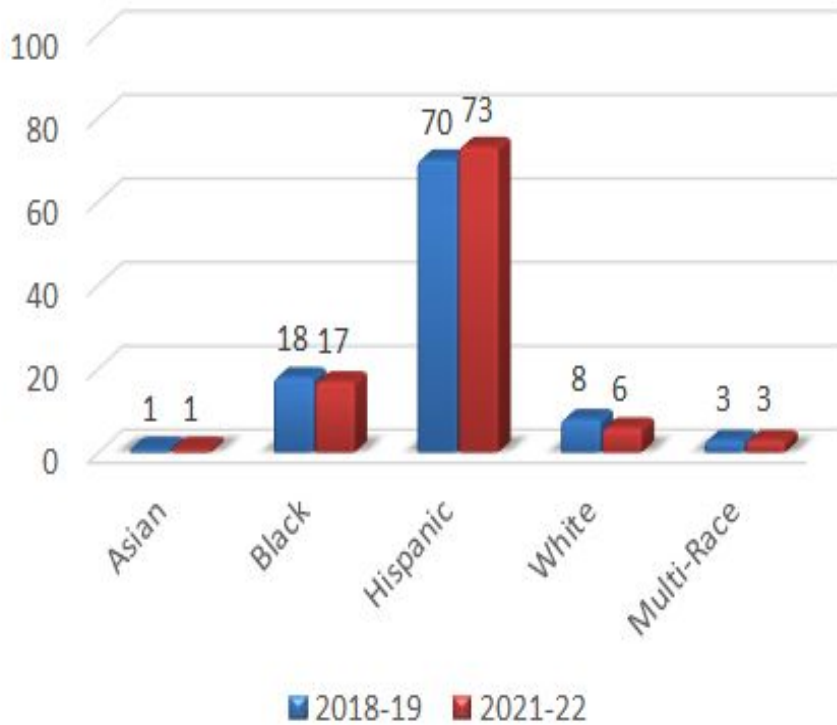


Directors

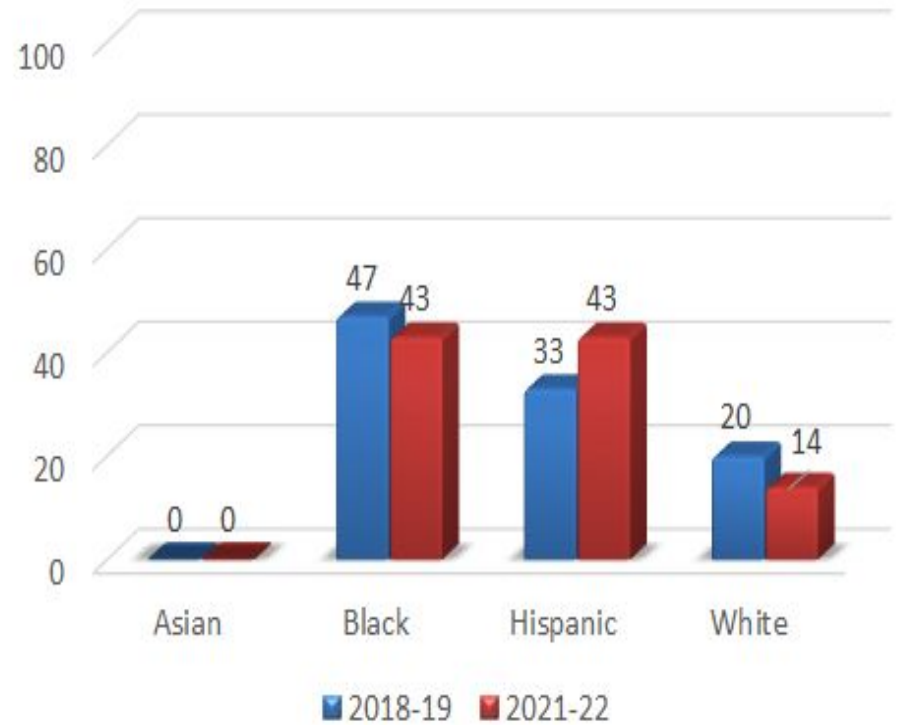


Demographic Data (Students and School Leaders) 3 Year Comparison




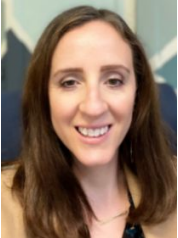











Students (%)



School Administrators (%)

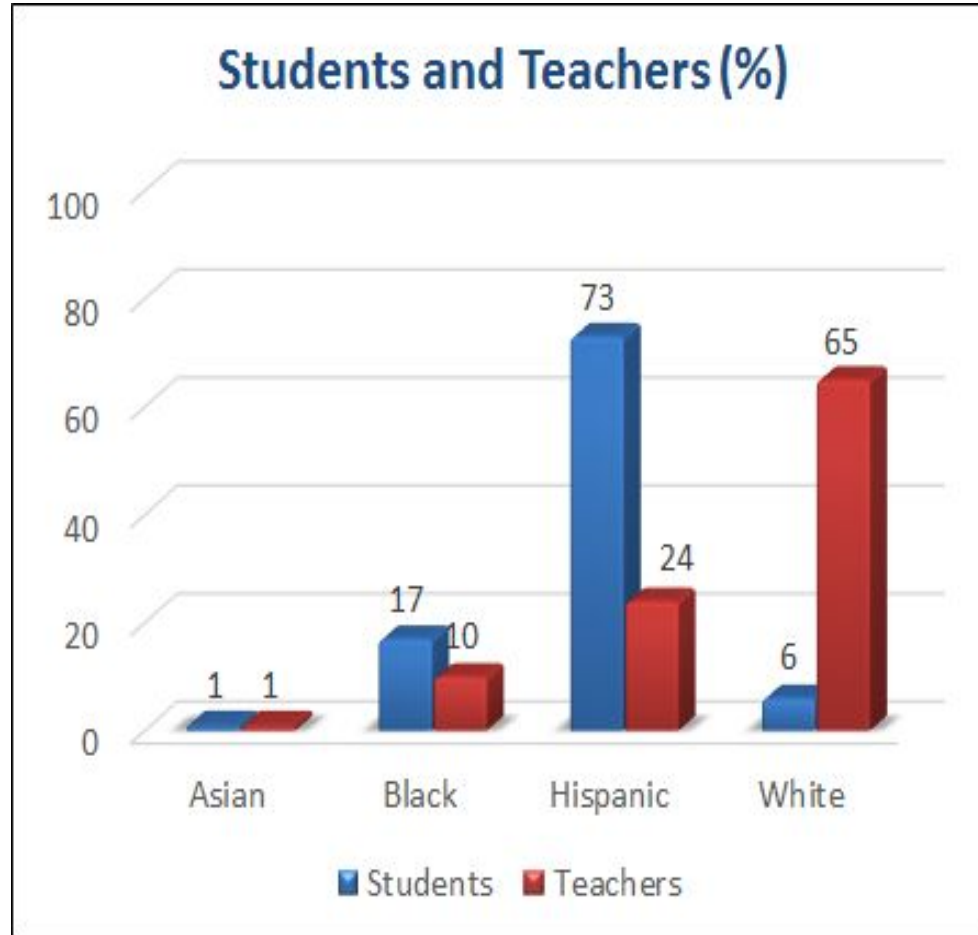


School Leaders

Uriah Hill	Woodside	Oakside	Hillcrest	Middle School	High School
 <p data-bbox="92 586 233 625">Principal</p>	 <p data-bbox="417 586 558 625">Principal</p>	 <p data-bbox="720 586 861 625">Principal</p>	 <p data-bbox="1035 586 1176 625">Principal</p>	 <p data-bbox="1362 586 1503 625">Principal</p>	 <p data-bbox="1676 586 1818 625">Principal</p>
	 <p data-bbox="369 665 595 929"></p>	 <p data-bbox="683 665 904 929"></p>	 <p data-bbox="1012 665 1190 929"></p>	 <p data-bbox="1325 676 1516 936"></p>	 <p data-bbox="1653 648 1843 908"></p>
		 <p data-bbox="853 1039 1072 1275"></p>		 <p data-bbox="1338 1053 1516 1315"></p>	 <p data-bbox="1653 933 1843 1165"></p>  <p data-bbox="1653 1172 1843 1410"></p>



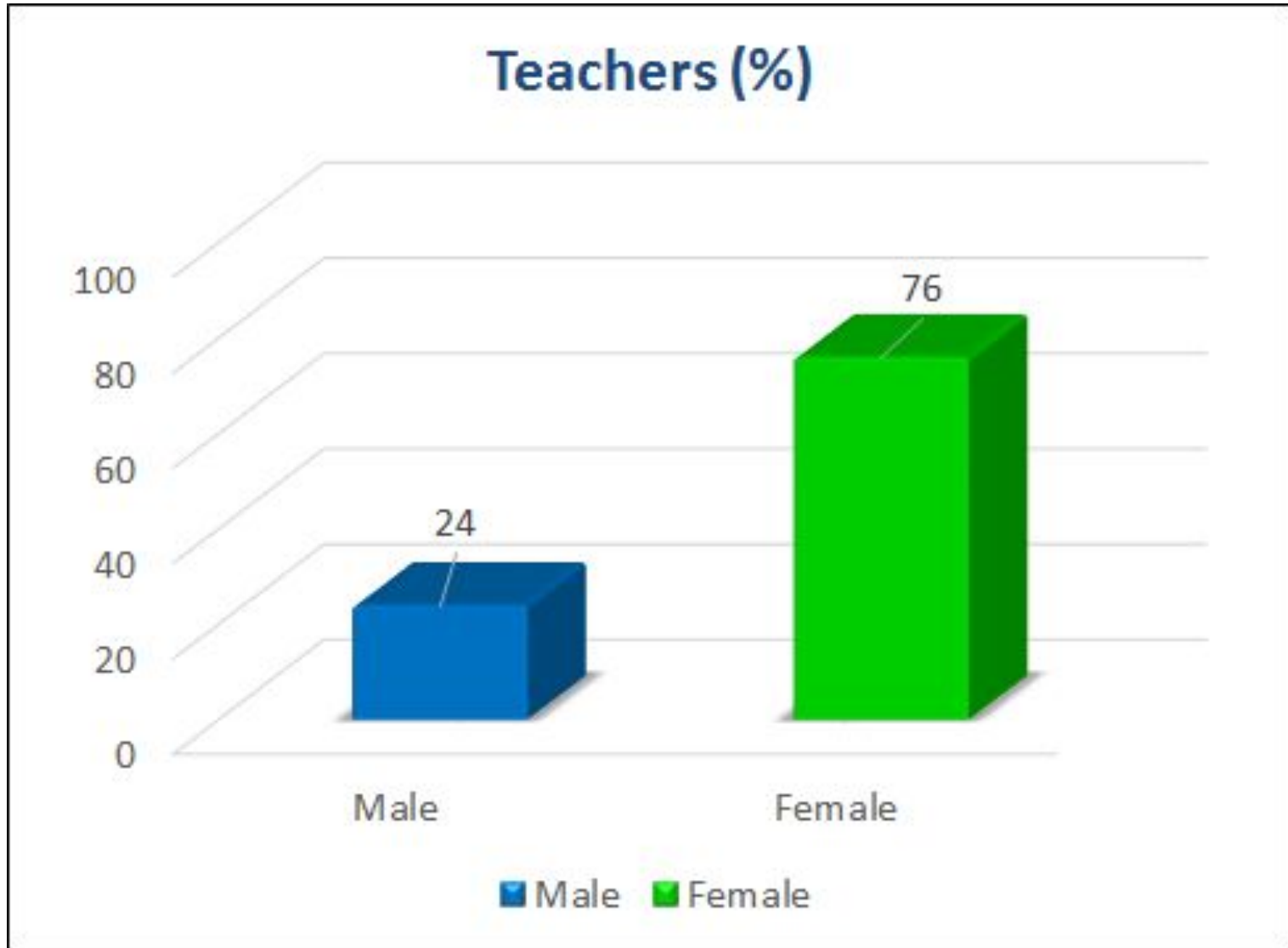
Demographic Data (Students and Teachers) Comparison



Year	Asian	Black	Hispanic	White
2021-22	3	32	79	209



Demographic Data (Staff) Gender Comparison

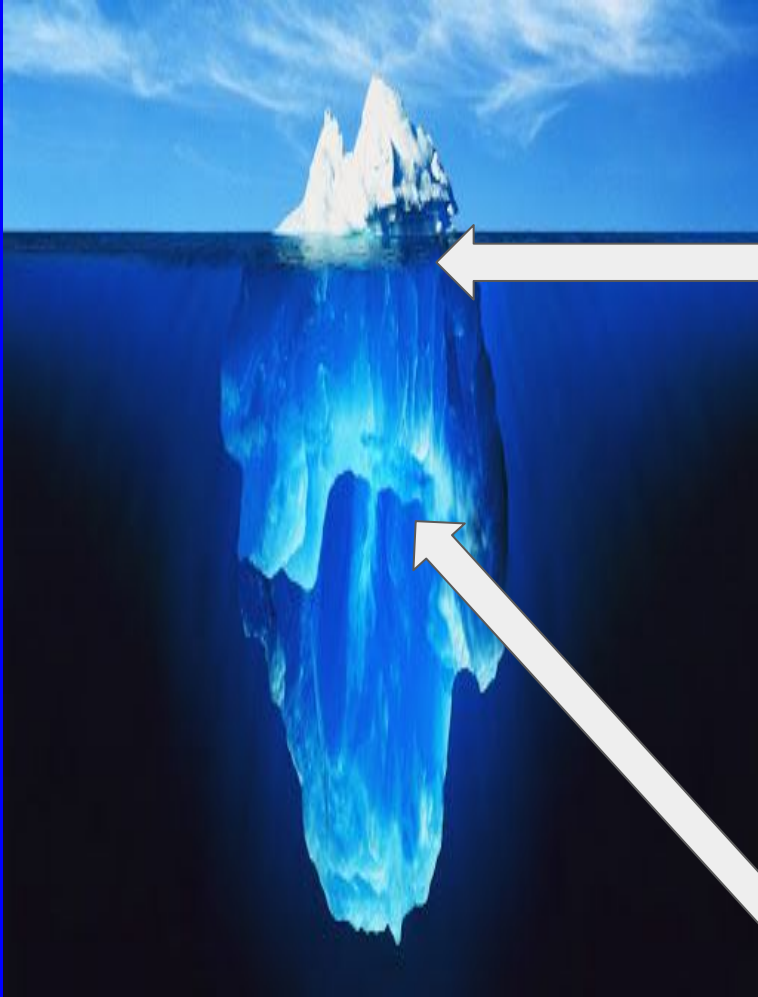




Saturday Academy “Inclusion of all families”



“A Journey of a thousand miles begins with a single step.” (Chinese Proverb)



Where are we now?

- Well developed / attended celebrations;
- School and classroom libraries that reflect diversity,
- HS courses: African Diaspora; Classism, Sexism and Racism, Caribbean Studies, course content:
- Board policy: Diversity recruitment:
- Administrative diversity;
- HS mural, quotes;
- Bulletin boards; countries' flags;
- Photographs of diverse students;
- School ecology honors diversity

Next Steps?



Peekskill City School District

Culturally Responsive Education





Culturally Responsive Sustaining Education (CRSE) Principles

What are the principles of the framework?



**Welcoming
and affirming
environment**



**High
expectations
and rigorous
instruction**



**Inclusive
curriculum and
assessment**



**Ongoing
professional
learning**

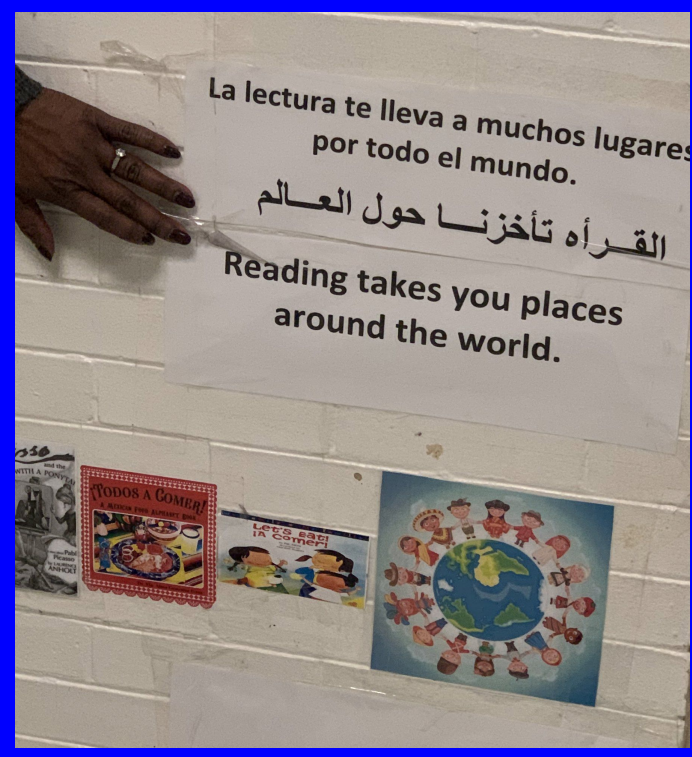


CRSE Principles



**Welcoming
and affirming
environment**

- Environment Evaluations
 - Building Walks
 - Administration
 - Students
- Multiple Languages
 - Website
 - Entry Ways
 - Letters to Parents
 - Signs around district/building
- College and Career Displays
- Celebrating Diversity
- Family Resource Center
- Administrator in charge of Equity and Diversity





September 15-October 15 2021





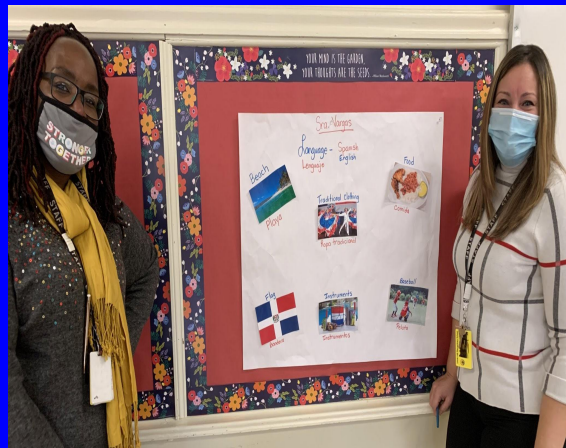
CRSE Principles



**High
expectations
and rigorous
instruction**

- Data analysis that drives instruction / decisions
- AP Courses and College Courses
- Student feedback on courses and curriculum
- Equity Audits of all programs

Authentic Cultural Engagement





CRSE Principles



**Inclusive
curriculum and
assessment**

- Superintendent Student Committee
 - Student Voice
- Student Input of Curriculum
- Curriculum Development
 - CRE Summer Writing Proposals
- Updated Resources and Materials
- Juneteenth Education
- SRO Education

Juneteenth



Collaborative effort by Dr. Margie Daniels, Kaitlin Torp, Deni Thomas, Heather Goggins, Heather Norman and Milton Cobb

PCSD Culturally Responsive Planning Committee 21-22



Our summer work was a collaboration with:

- Teachers;
- Students;
- District Office Leaders

Superintendent's Youth Advisory Council

S.Y.A.C



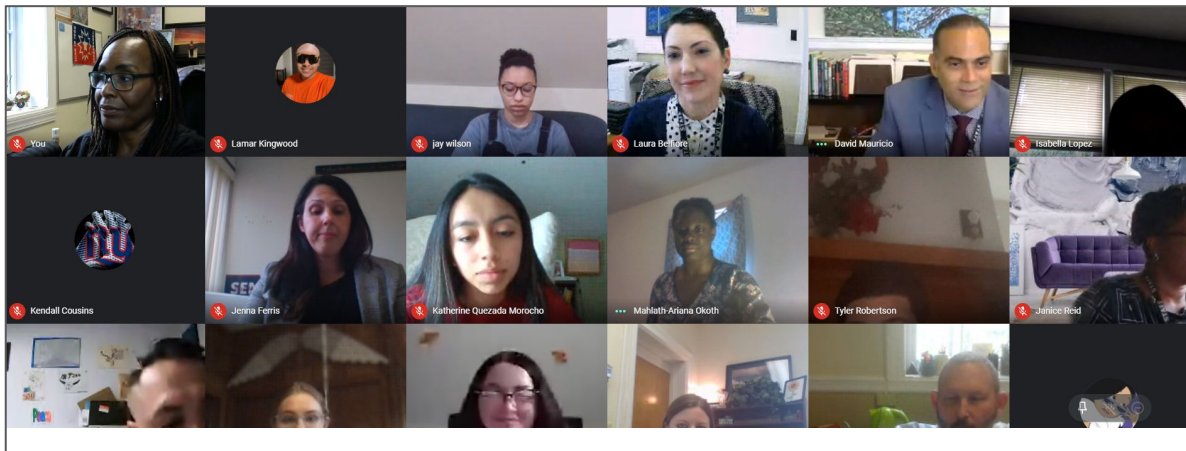
Dr. David Mauricio, Superintendent
Dr. Daniel Callahan, Assistant Superintendent

A monthly platform hosted by our high school administration and district leaders to hear the voices of our high school students and acknowledge their resilience.

The purpose was to build relationships. maintain communication and to empower our students during the pandemic.

The dedication of the participants, students and adults, fostered connectedness that our students needed.

The Superintendent's Youth Advisory Council allowed for our students to speak their truth, and generate ideas for their growth and development. *(e.g.: Diversity Day; LGBTQ Awareness Day & Celebration; Juneteenth Celebration)*



Click on the Link for the Book Titles specific for each Culture

[Asian/ Pacific Islander Book Title](#)

[Middle Eastern Book Titles](#)

[Black/African American Book Titles](#)

[LatinX Book Titles](#)

[Afro- Latin American Book Titles](#)

[Multiracial Book Titles](#)

[Differently Abled Book Titles](#)

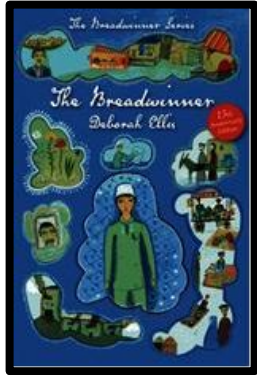
[Racially Ambiguous Book Titles](#)

[Indigineous People Book Titles](#)

[LGBT Pride Book Titles](#)

[Global Awareness Book Titles](#)

Asian/Pacific Islander Book Titles



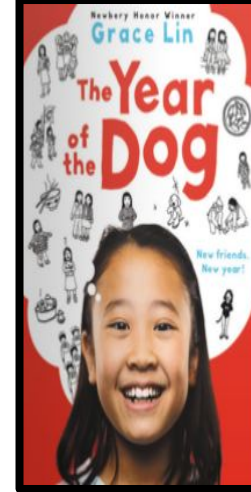
710 Lexile



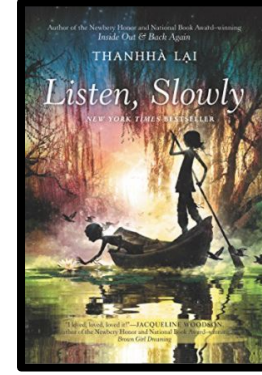
920 Lexile



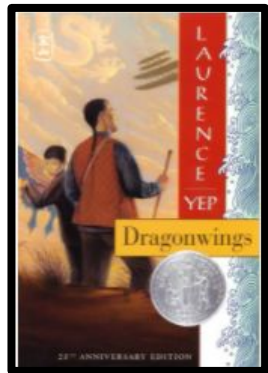
640 Lexile



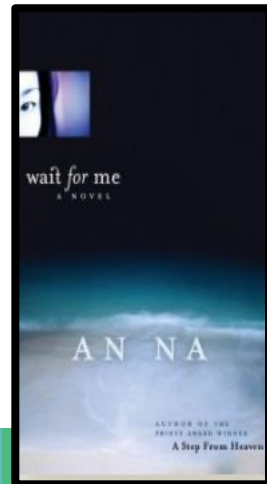
690 Lexile



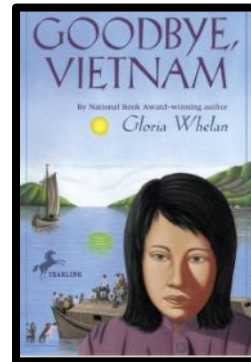
800 Lexile



870 Lexile



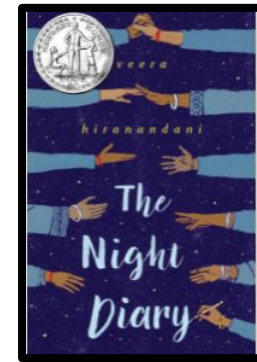
670 Lexile



810 Lexile

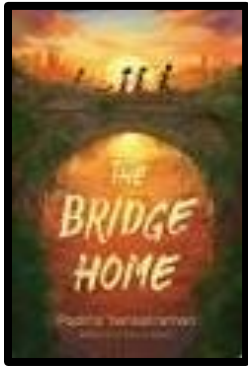


610 Lexile

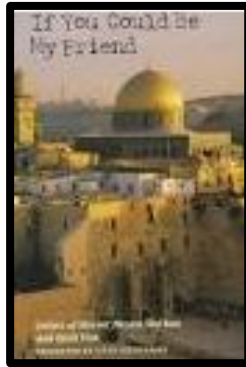


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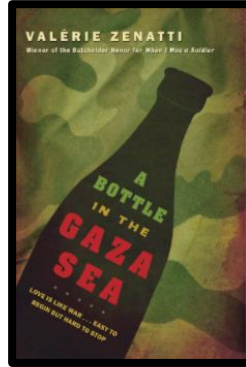
Middle Eastern Book Titles



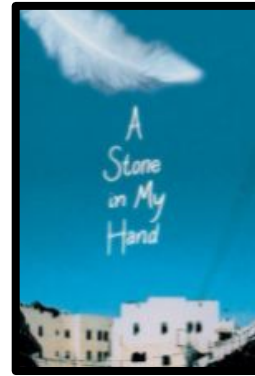
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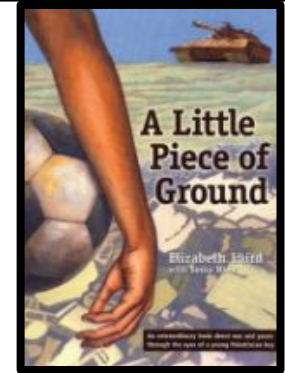
780 Lexile



880 Lexile



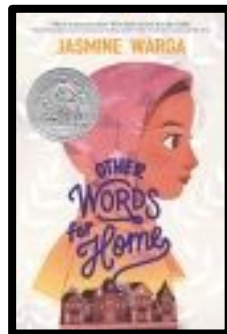
880 Lexile



660 Lexile



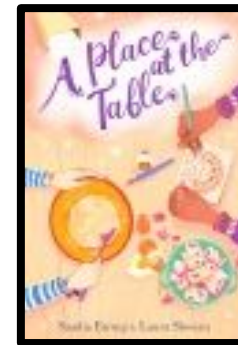
820 Lexile



930 Lexile



800 Lexile



680 Lexile

Peekskill High School

<p>Welcoming and Affirming Environment</p>	<p>Inclusive Curriculum and Assessment</p>	<p>High Expectations and Rigorous Instruction</p>	<p>Ongoing Professional Learning and Support</p>
<p>Pictures of students around the school</p> <p>Cultural displays</p> <p>Large Mural Displayed Outside the Entrance of the Gym</p> <p>Clear signage in multiple languages</p>	<p>PHS Courses</p> <ul style="list-style-type: none"> ● Native Language Arts ● Classism, Racism and Sexism ● Latin America and the Caribbean Experience ● College Public Policy in Modern U.S. ● College African Diaspora ● Social Justice ● Woman Studies ● Latino USA 	<p>FTC Robotics Competition</p> <p>Sociedad Honoraria Hispanica (Spanish Honor Society)</p> <p>Mercy College STEP Program</p> <p>New Curriculums in Engineering, Computer Science,</p> <p>New STEAM Innovation Center</p>	<p>MBK Mentoring Program Training</p> <p>Restorative Practice training for all staff</p> <p><u>Clarkson University</u> Professional Development with staff and students</p> <p><u>Latino U:</u> Partnership for College programming</p>



CRSE Principles

Ongoing Professional Development



**Ongoing
professional
learning**

- Regent Fran Wills
- NYS Framework
- NYU Scorecard
- Juneteenth Professional Development
- Community Cluster: Restorative Practices for all staff district wide
- Rubicon Atlas CRE Curriculum Work

Peek Skill
Schools