



Cherry Hill
PUBLIC SCHOOLS



C-PEaCE

***Cultural Proficiency,
Equity, and
Character Education***

***Update to the Board
of Education***

May 24, 2022

C-PEaCE Presentation Overview

- ▶ **5-Year Plan 2017-2022**

- ▶ **Goals**

- ▶ **Accomplishments**

- ▶ **5-Year Plan 2022-2027**

- ▶ **Structure**

- ▶ **Vision**

- ▶ **Themes**

- ▶ **Standards**

- ▶ **Follow-up**

5-Year Plan 2017-2022

▶ C-PEaCE Goals

1. Develop an antiracist plan that identifies the structures, policies, and beliefs that create and identify challenges and change the values, structures, and behaviors that perpetuate systemic racism
2. Develop a comprehensive leadership team at the district and school levels to administer the planning, implementation, and evaluation of the district's C-PEaCE actions
 - ▶ The team should include representatives from key stakeholder groups including the BOE/central administration, schools, staff, students, and the community

5-Year Plan 2017-2022

▶ C-PEaCE Goals

3. Recruit, hire and retain staff of color (including teachers, administrators, and support staff)
4. Increase the cultural proficiency of all teachers, administrators, and staff through the adoption and implementation of a framework for culturally responsive teaching and learning

5-Year Plan 2017-2022

▶ C-PEaCE Goals

5. Increase outreach for the purpose of improved student achievement through community engagement with parents and community members of diverse backgrounds
6. Create multiple student opportunities to engage in the process of implementing practices that ensure a culturally proficient school environment

5-Year Plan 2017-2022

▶ C-PEaCE Goals

7. All Cherry Hill Public Schools will make a proactive effort to promote the core ethical and performance values of respect, responsibility and citizenship in students and staff members

5-Year Plan 2017-2022

▶ C-PEaCE Committee's Accomplishments

- ▶ Developed building-based cultural proficiency teams
- ▶ Building-Based cultural proficiency teams engaged in professional development sessions and provided turnkey training to colleagues
- ▶ C-PEaCE chairs reviewed first and second readings of district antiracism policy, engaged community groups in the review and provided feedback to the superintendent

5-Year Plan 2017-2022

- ▶ **C-PEaCE Committee's Accomplishments**
 - ▶ Included C-PEaCE cultural proficiency work in Domain 4 of the Legacy Model of Marzano
 - ▶ In 2018 C-PEaCE helped create signage, for all 19 schools, to illustrate to families and the community, the languages spoken by staff at each of the schools
 - ▶ All District and Building Teams read and implemented strategies from Singleton and Linton's Courageous Conversation on Race

5-Year Plan 2017-2022

▶ C-PEaCE Committee's Accomplishments

- ▶ District-wide C-PEaCE committee collaborated with "Student Voice Groups" at monthly meetings - these Student Voice Groups presented virtually to the BOE twice in the last two years
- ▶ C-PEaCE supported a partnership with the Rowan University Project IMPACT
 - ▶ IMPACT Scholars visited East in 2018 and West in 2019
 - ▶ Both events exposed at least 100 male students of color to IMPACT students who are all striving to be public educators
 - ▶ Male educators of color from CHEA, CHASA, and EACH spoke with our HS students about why they chose to become educators

5-Year Plan 2017-2022

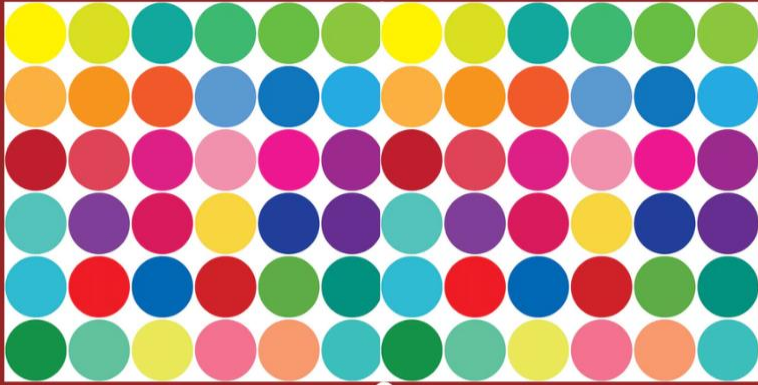
▶ **C-PEaCE Committee's Accomplishments**

- ▶ Assisted in implementation of district-wide equity survey
- ▶ Assisted in implementation of district-wide equity audit
- ▶ Provided in-service for certificated Staff Members of Color
- ▶ Developed frameworks to deliver building-based professional development
- ▶ Created a repository of C-PEaCE resources to support schools and classrooms

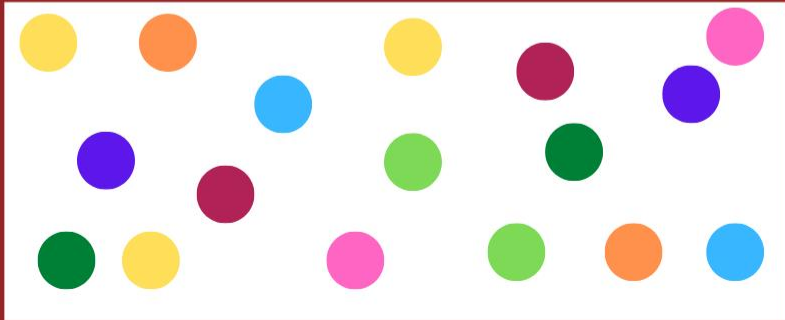
5-Year Plan 2022-2027

- ▶ **Restructuring the C-PEaCE Committee**

C-PEACE MONTHLY COMMITTEE MEETING PLAN



C-PEACE MONTHLY COMMITTEE MEETING REALITY

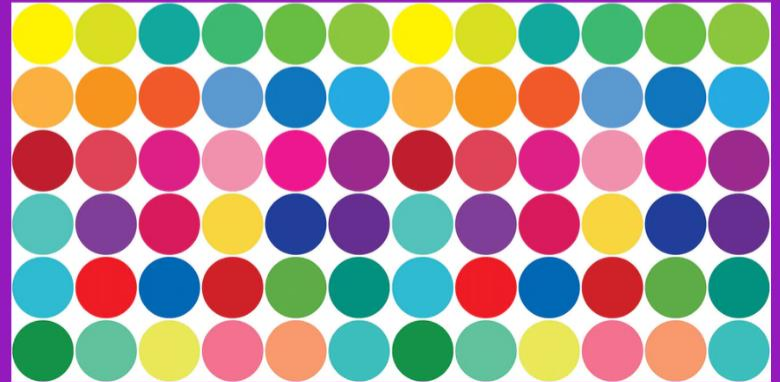


NEW MONTHLY MEETING PLAN: C-PEACE PLANNING COMMITTEE



John Cafagna & Aaron Edwards will work with Barbara Moore Williams to roll out content to buildings

NEW QUARTERLY MEETING PLAN: C-PEACE COMMITTEE



5-Year Plan 2022-2027

▶ Restructuring the C-PEaCE Committee

□ Re-established Planning Committee

- ▶ Meeting Monthly
- ▶ Currently includes representation from ES, MS, HS, Spec. Ed. and the Board
- ▶ Will include
 - ▶ Community Members
 - ▶ Student Advocates

5-Year Plan 2022-2027

▶ Restructuring the C-PEaCE Committee

□ Building Based Teams

- ▶ Working with Dr. Moore-Williams to implement school-specific strategies
- ▶ New liaisons from the Planning Committee will work with Dr. Moore-Williams

□ Community C-PEaCE Committee

- ▶ Meeting at least quarterly
- ▶ Involving community stakeholders in decision making

5-Year Plan 2022-2027

▶ **C-PEaCE VISION - 2022**

Cherry Hill is an actively antiracist district that identifies, challenges, and changes the values, structures, and behaviors that perpetuate systemic racism

5-Year Plan 2022-2027

- ▶ Focusing on Themes

- 1. Connecting with students**

- ▶ Reviewing policies and practices that impact students through an equity lens
- ▶ Creating opportunities for student engagement

- 2. Connecting with staff**

- ▶ Retention and recruitment of staff of color
- ▶ Standard districtwide equity training for all CHPS employees
- ▶ Continue the work of the Building-Based cultural proficiency teams

5-Year Plan 2022-2027

- ▶ **Connecting with the community**
 - ▶ Increase outreach
 - ▶ Remove barriers to participation

5-Year Plan 2022-2027

▶ **Establish a standard for equity in Cherry Hill**

- ❑ Recommendations from Hanover Research embedded in the C-PEaCE work
- ❑ Focus on equity, not equality
- ❑ Staff reflect the Cherry Hill community
- ❑ Districtwide professional development model
 - ▶ What do staff need to know and be able to do?
 - ❑ C-PEaCE onboarding for ALL district employees
 - ▶ Equity coaching model
 - ▶ Culturally proficient practices embedded in all content areas

5-Year Plan 2022-2027

- ▶ **Establish a standard for equity in Cherry Hill**
 - What resources do we need?
 - ▶ Monthly opportunities for staff training, development, and reflection
 - How do we know it's working?
 - ▶ Create a system and structure to monitor and assess progress

5-Year Plan 2022-2027



C-PEaCE

May 2022

- Align C-PEaCE 5-year plan with Hanover recommendations

May 2022

- Presentation to the Board of Education

June 2022

- Reconvene full C-PEaCE Committee

July-September 2022

- Develop C-PEaCE 5-year plan

Fall 2022

- Present 5-year plan to the Board of Education

5-Year Plan 2022-2027



May-July 2022

- Equity and Inclusion In-Depth Interviews

July-August 2022

- Update Equity Scorecard and Data Dashboard

July-September 2022

- Root Cause Analysis

August-September 2022

- Diversity, Equity, and Inclusion Discussion Guide

Fall 2022

- Capstone Report



QUESTIONS