

Diversity Equity Inclusion

Continuing to Empower the Next Generation



December 4, 2024

Challenge. Engage.
Empower.

We are
committed to
continuous
growth and
improvement.



Mission



The mission of the Highland Falls-Fort Montgomery Schools is to provide enriching, safe and meaningful educational experiences that build a strong foundation for our diverse student body.

Vision



The HFFMCSD is a school community focused on developing students as lifelong learners equipped with critical thinking and problem solving skills necessary to navigate and shape the future.

Core Beliefs



We will consistently and effectively achieve our vision and accomplish our mission if in all of our work we demonstrate the following core beliefs:

- **Focus on the needs of each student and create opportunities to ensure equity**
- **Foster engagement, collaboration and a sense of belonging for all school community members**
- **Take collective responsibility and make thoughtful decisions based on best practices**
- **Diversity, equity, and inclusion are fundamental to creating a welcoming and nurturing environment**
- **Promote safety, health and wellness for the developmental growth of our community**
- **Consistently prioritize efficiency and affordability, while also striving for excellence**
- **Embrace curiosity, connection and critical thinking**

Priority Areas and Goals

The Staff Experience

- **Goal:** We will increase teacher and staff opportunities to participate in decision making, ensuring that all stakeholders have opportunities to be a part of problem-solving and continuous improvement discussions.

Academic Excellence and Opportunities

- **Goal:** We will maximize every students' potential by working to support students in achieving state level standards as measured by multiple data points

Operations

- **Goal:** We will develop clear and consistent systems for communication and the development of supplemental programs that support students.



JIO Highlights

Emotion into Art Assembly

- Students grades 7-12 were treated to a riveting assembly by artist Tom Varano
- Focus” On challenging and motivating students through personal narratives and life lessons.,

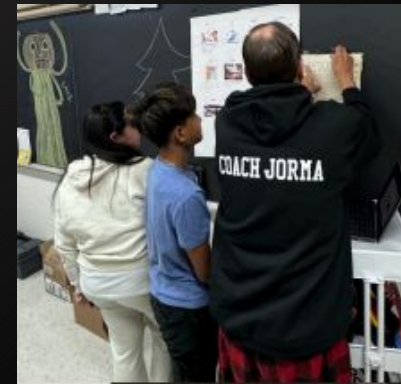




JIO Highlights

Experiences in the ELL Classroom

- Our faculty has created a quarterly newsletter highlighting students' work, which includes:
 - i. Having access to Rosetta Stone throughout the year to enhance their English skills
 - ii. Exploring the community they live in through Environmental Science class and turtle trapping.
 - iii. Students dove into the vocabulary that forms the foundation of understanding United States History and Civics.





JIO Highlights





JIO Highlights

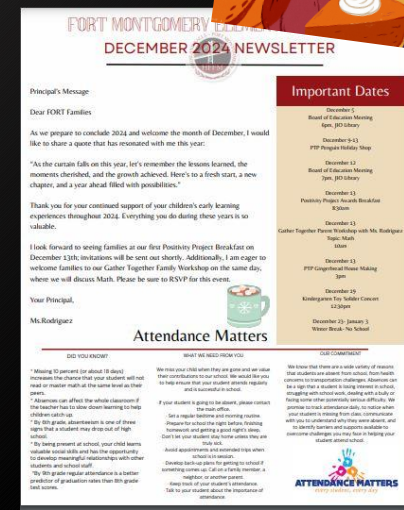
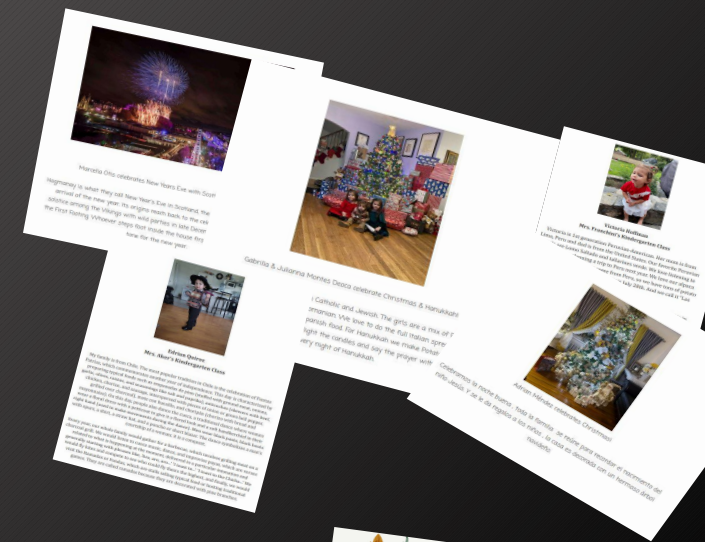
- Upcoming Events:
 - ELL Parent/Guardian Information Night on December 17th for grades 7-12
 - Buffalo Soldier Presentation (in February)
 - McKinney Vento Closet
- Continued help in getting the word about our District Initiatives and DEI
- Building DEI Meetings with key stakeholder participation
 - Students
 - Parents
 - Faculty and Staff
- Ideas to focus on at these meetings
 - Bring ideas to our meetings
 - Advocate for all
 - Supporting Building Initiatives



FMES Highlights

- **Family Engagement**

- Goal- Connect with families and the diversity of our community to learn and celebrate all of our students.
- For Hispanic Heritage Month, families colored flags and shared family traditions from their culture and were presented on our DEI bulletin board. For December , families are sharing their holiday traditions to showcase on our bulletin board.
- Family workshop series with topics that are meaningful and important for families (curriculum, safety, attendance). These provide families with community support, as well as strengthen the home-school connection.
- Monthly Family Newsletter- created by DEI Coord. & Event Team

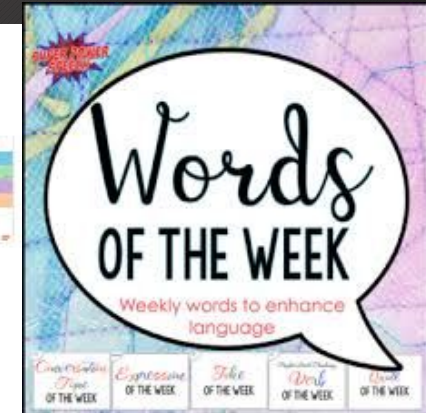




FMES Highlights

- **High Quality Tier 1 Instruction: Curriculum & Resources**

- Eureka Squared & Heggerty - Math & Phonemic Awareness
- More accessible for all learners- vocabulary/language, visuals/hands-on, includes supports for differentiation
- W.O.W (Words of Week) focus on sight words with parent partnership



- **MTSS Process**

- Continuously fine tuning our process to be cohesive K-6, as well as provide teachers with as many resources to ensure high quality Tier 1 instruction for all students.
- Collaboration in creating goals and intentional instruction for all learners.
- W.Y.N Period- What You Need Support from Aides in classes to support small group instruction

- **Collaboration Amongst Teams/Committees**

- DEI and Events teams, along with members of support staff have collaborated to make sure our events/celebrations are aligned with our mission and district goals, and that all feel welcome and accepted in our school community.



FMES Upcoming

- **Family Engagement Events**

- Multicultural Night March or April 2025
- The Fort's Got Talent" June 2024 and this year May 2025
- STEAM Museum sponsored by PTP February 2025

- **ENL Celebration District Wide**

- Activated Team - will take place February or March 2025

- **Collaboration with HFIS**

- Working together to continue to bring our students & staff K-6 together to work toward our common district goals.





HFIS Highlights

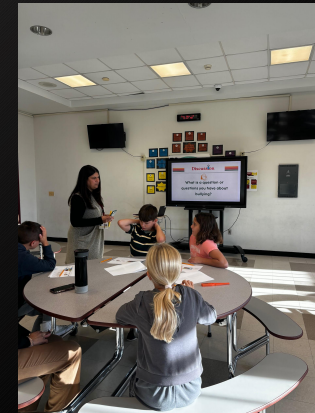
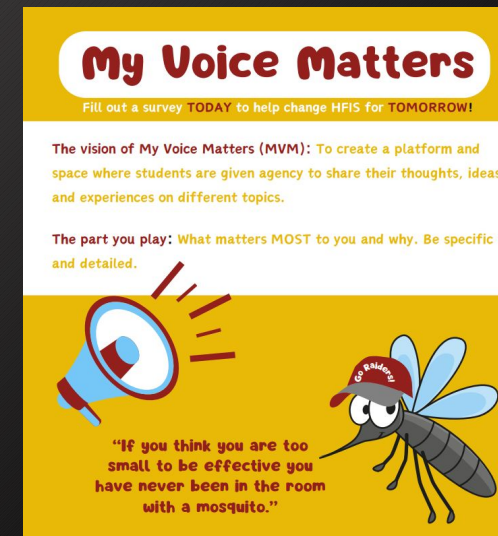
Celebrations of the 2024-2025 School Year:

- **2024 Hispanic Heritage Leaders:** In October, as part of our DEI initiatives, we proudly partnered with the Town of Highlands for a Hispanic Heritage Month celebration. This event honored Hispanic heritage while spotlighting three remarkable HFFMCSD leaders: Allison Aguilar (Class of 2027), Nathalia Rodriguez (Class of 2019), and Carolyn Salazar (Class of 2008). Their achievements continue to inspire our community and celebrate the richness of diversity.



My Voice Matters (Nov 2024)

- Creating space for student voice in discussion forums. We held our session for MVM on November 14th discussing the issue of bullying. The topic was voted on by students in grades 3-6. Representatives were nominated by teachers to discuss this topic and brainstorm action steps on how we can help prevent bullying in our schools. Our small group will extend our voices by having more peers nominated by joining the discussion.





HFIS Highlights

Culture and Climate through the lens of DEI

- **Community Circles:** In collaboration with our Guidance Department, students and faculty are able to create connections and build our communication within the community circles to provide everyone with a voice in the room.
- **Unity Day:** On October 23rd, our students participated in our Unity Day which highlights Kindness, acceptance and Inclusion. The day was filled with activities that gave everyone the opportunity to connect through activities and our Pumpkin Run. The day was lead by a few a group of 6th graders that guided their peers through a great community day!
- **Red Ribbon Week:** A long standing awareness week here at HFIS keeps evolving with the help our our Guidance Department as well as our community partners at ADAC. Our students were able to engage in a series of activities, including a presentation from Mr. Wright.





HFIS Upcoming

Goals for the 2024-2025 School Year:

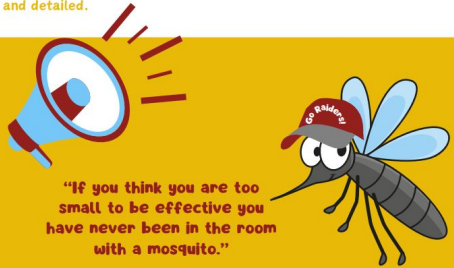
- My Voice Matters : Expand this space to include more voices
- Increase student celebrations:
 - Sweet Step Up
 - Scoops of Excellence/ Excellence Gala
 - Leadership Legacy
 - SWAT
- Increase parent engagement
 - Welcome in Wednesday

My Voice Matters

Fill out a survey **TODAY** to help change HFIS for **TOMORROW!**

The vision of My Voice Matters (MVM): To create a platform and space where students are given agency to share their thoughts, ideas and experiences on different topics.

The part you play: What matters **MOST** to you and why. Be specific and detailed.



"If you think you are too small to be effective you have never been in the room with a mosquito."

WELCOME IN WEDNESDAYS

Join us for Welcome in Wednesday! This event invites families into the classroom to experience the amazing work our students are doing. Parents can get involved as Mystery Readers, Math Center partners, during Writing Celebrations, and more. Let's strengthen the partnership between teachers and families to enrich our students' learning!

November 13th


| | |
|-----|--|
| 3RD | TOPIC: WRITING CELEBRATIONS TIME: 8:30-9:00 |
| 4TH | TOPIC: WRITING CELEBRATIONS TIME: 8:15-9:00 |
| 5TH | TOPIC: WRITING CELEBRATIONS TIME: 9:00-9:40 |
| 6TH | TOPIC: WRITING CELEBRATIONS TIME: 9:00-9:40 |



Sweet Step Up

A student centered dessert social recognizing students' commitment to personal growth and improvement, celebrating their perseverance and progress in the area of behavior, attendance, or academics.

DECEMBER 18 - 1:45PM



Scoops of Excellence

A student centered ice cream social that highlights students who have excelled academically, celebrating their dedication to achieving high standards.

19 DECEMBER 1:45PM

LOCATION: CAFETERIA



Next steps

