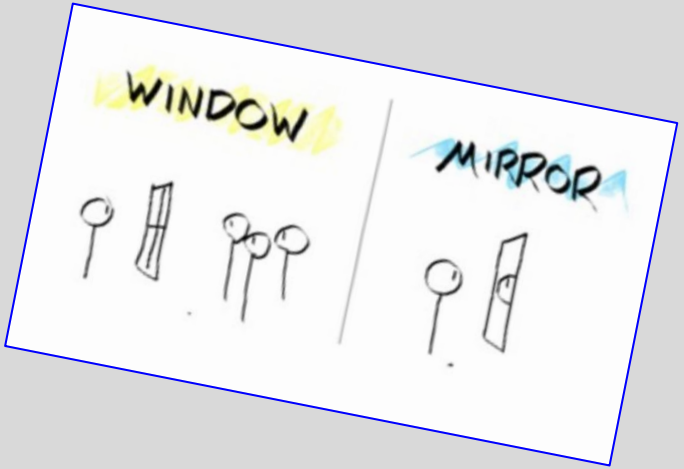
Curriculum/Technology/Student Service Committee Meeting

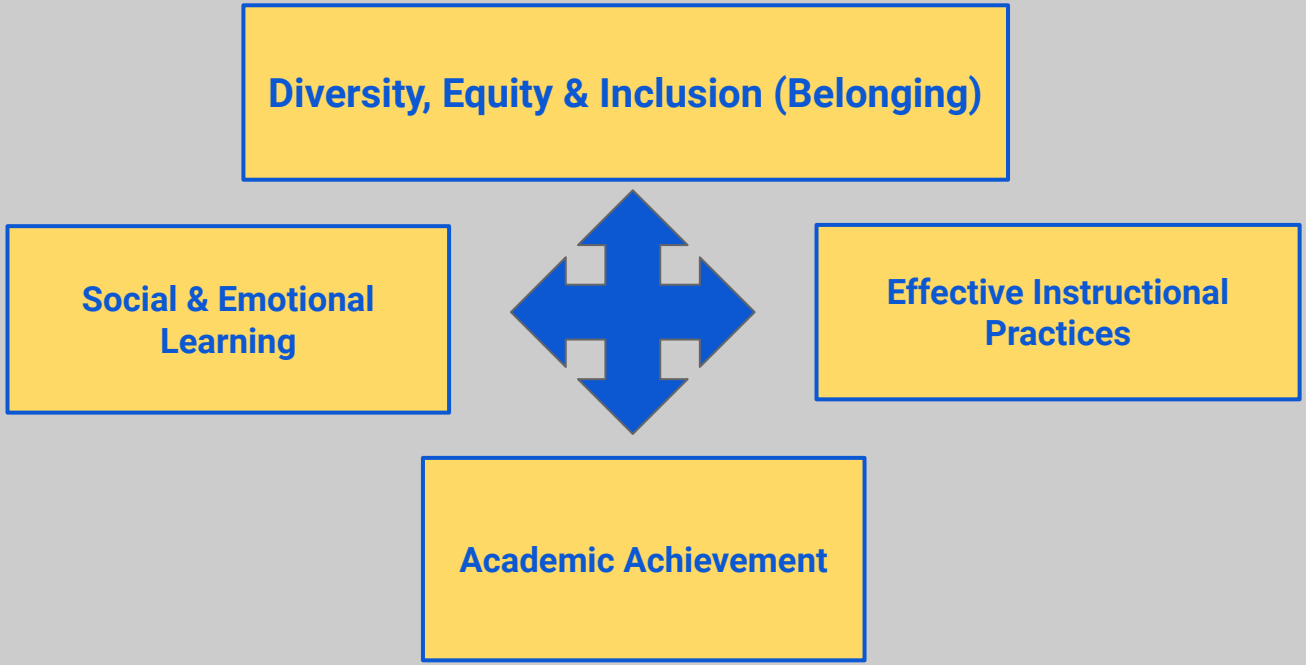
Upper Merion Area School District
March 18, 2024
7:00PM

Agenda

- Window into Diversity, Equity & Climate
- District C & I Priorities



District-wide Focus: Intersectionality



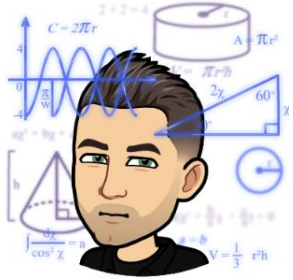
"Progressive, high-quality curriculums."
"Strong teachers and learning environment, personalized learning tracks."

Monthly Read Alouds

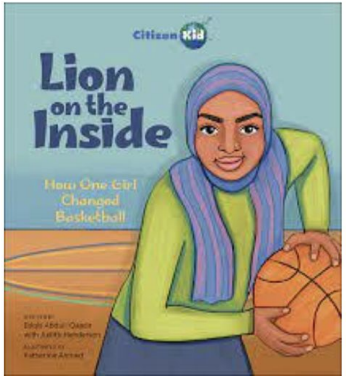


Julie Overly, Elementary Instructional Coach

- Hispanic Heritage Month (Sept 15 - Oct 15)
- Indigenous Peoples' Day & Native American Heritage Month (October/November)
- Diwali (October/November)
- Hanukkah & Christmas (December)
- New Year's Traditions
- Lunar/Chinese New Year (January/February)
- Black History Month (February)
- Women's History Month
- Ramadan/Eid - Muslim Culture (March/April)
- Asian-American Pacific Islander Heritage Month (May)



Aaron Bell, Elementary Instructional Coach



Bilqis Abdul-Qaadir first picked up a basketball at the age of three and went on to play Division I collegiate basketball. But her dream of playing professionally was quashed by the International Basketball Federation rule that meant she could not play in her hijab. Choosing faith over basketball, Bilqis became an advocate and successfully pushed FIBA to change its rule. Bilqis now works to pave the way for other Muslim girls and women in sports. Bilqis lives in Memphis, Tennessee, with her family. *Lion on the Inside* is her story.

"Social-Emotional Learning" Read-Alouds

By #1 New York Times Bestselling Author
MATTHEW McCONAUGHEY
Just Because



Window Into Diversity, Equity, & Climate



Student Voice Window

Chit Chat Chews

Middle School Social Circle Groups

2024 DVCEE Student Leadership Institute

HBCU Yearly Trips (November 2023)

High School Diversity Day

Re-entry Support for Restorative Discipline



Staff Window

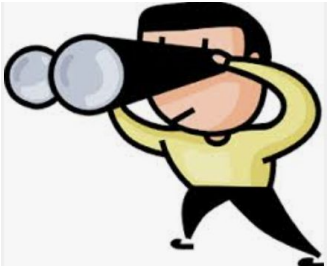
Staff Lunch and Learn (Professional Development Goal 3)

UMASD Website: Diversity, Equity, Inclusion & Belonging

Monthly District DEC Newsletters



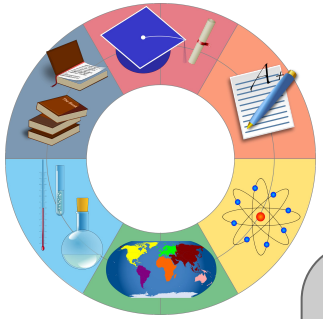
Window To Next Year



Building Leader DEI Committees w/ Advisor of DEC

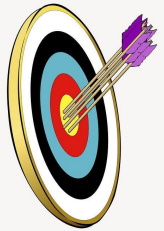
Ongoing Building Level DEI Action Plan

Implementation of Barbara Moore Williams trainings



Future Ready
Comprehensive Planning

District & Building
GOAL SETTING



Upper Merion Area School District

…..we create opportunities, remove barriers, and **assure for a sense of belonging** where every learner is encouraged to reach his or her dreams?

Determine Root Cause and Set Goals	Implement Action Plan	Evaluate Outcomes
Evaluate all data domains to determine areas of need and identify root causes.	Put into place steps to address areas of needs.	Reexamine all data domains and determine effectiveness of steps taken.

FRCCP Priorities & Beyond - 2024-2027

- Increase a focus on social and emotional learning to provide an inclusive environment and build a sense of belonging for all students through the use of proactive programs as evaluated through perception surveys for staff, students and parents.

- The District will provide all staff with job embedded and appropriate professional learning opportunities to help achieve cultural competency through ongoing and appropriate professional development.

- The District will focus on math fluency through First in Math and additional math interventions across all five elementary schools and the middle school.
  - Students with disabilities & MS African American students

Defining Equity

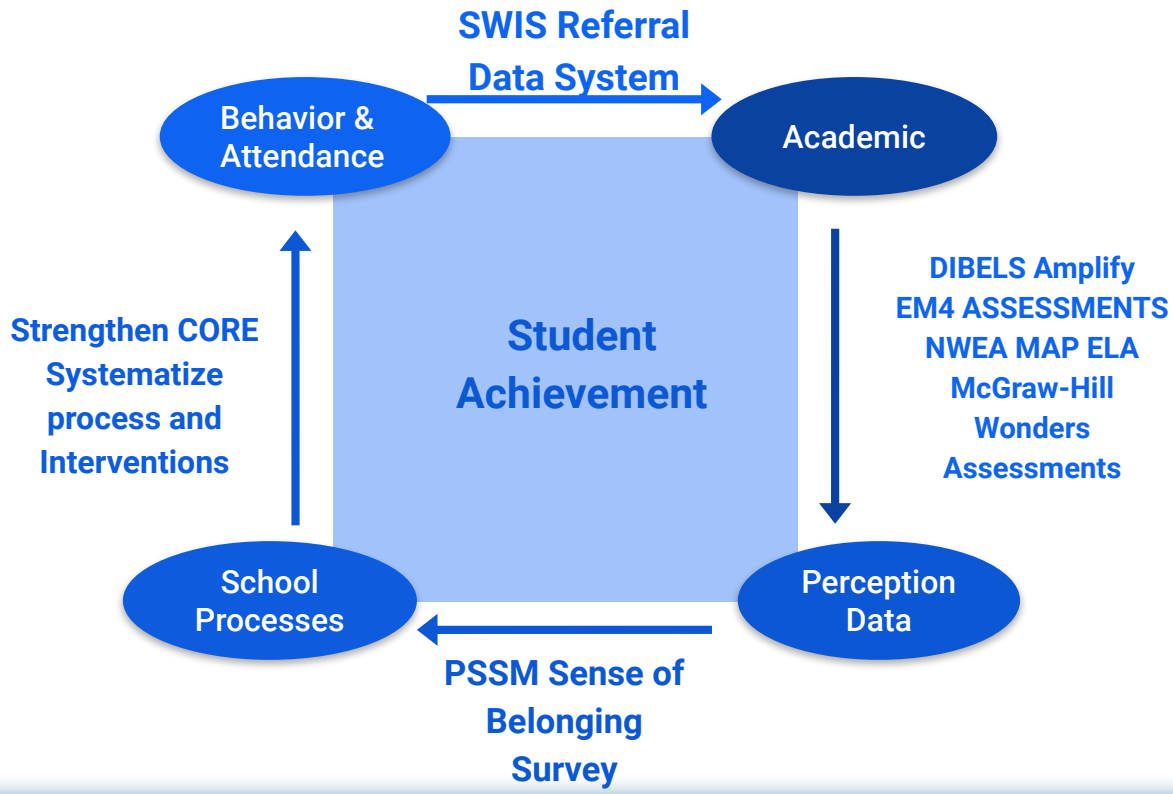
"A school that is truly equitable embraces fairness and inclusion, and it responds to students' individual needs, providing structures, systems, and practices that enable all students to reach their highest potential for personal and academic success." -Ghody Muhammad, 2023

BELONGING

- **The extent to which people feel personally appreciated, validated, accepted, and treated fairly within an environment***
- **When people feel that they belong, the aren't distracted and worried about being treated as a stereotype.***

***Cobb & Krownapple, 2019**

Data Team Meetings - focused and intentional analysis of data



Challenge	Action Plan - Response	Monitor
Math Fact Fluency	*First in Math, EM4 reboot*	Expanding to all K-6 and Identifying Students
Math Acceleration Program	Math Enrichment Focus	On-going Expanding and Identifying Students
Primary Decoding	*FUNdations*, K-2 (+3)	On-going Achievement & Growth have improved*
Reading Fluency	*Just Words*, 4th-6th grades	On-going Achievement & Growth have improved*
Multilingual Student Body	PA Seal of Biliteracy	On-going - 17 qualified from Class of 2024

*Targeted Intervention & Supports have improved fluency and decoding skills

Challenge	Action Plan - Response	Monitor
Lack of representation of students of color and women in curricula (Mirror & Windows)	• **African American Studies and Women's Studies courses added** • **Resources and Materials reflect student demographics** • **Monthly focus on diversity through read alouds and activities**	**On-going** • **AP African American Studies Course 2024-2025** • **Utilizing Evaluation of Instructional Materials rubric** • **Providing resources for classroom libraries and building libraries.**
Lack of staff of color	**Change in recruitment, hiring & retention efforts**	**On-going & Expanding** • **Increased our Act 93 diversity by 7.5% in the last three years** • **Increased the diversity in our UMAEA group by 6% (doubled in three years)**
Professional Development & New Teacher Induction plans	• **Cultural Proficiency Training Consultant** • **Effective instruction practices** • **Social & Emotional Learning** • **CR-SE Competencies**	**On-going & Expanding** • **Building Leader Committees** • **Survey feedback** • **Equity Learning Walks - Shifts in classroom & building environment** • **Trauma-Informed Toolkit**

Highlights from 2023-2024

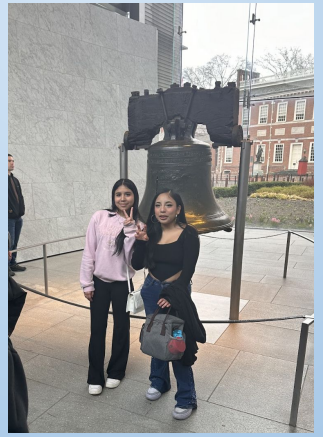
ELs visit historic Philadelphia - 8th grade Social Studies' curriculum of American History













Dream It-Design It Stem Competition

Dream It Design It

Dream It, Design It is an exciting and unique opportunity for teachers in grades 4 – 8 to explore the power of STEM, design thinking and the possibilities that they open in your classroom. Our Gifted and ESL students participated in a design challenge along with other schools in Montgomery County!





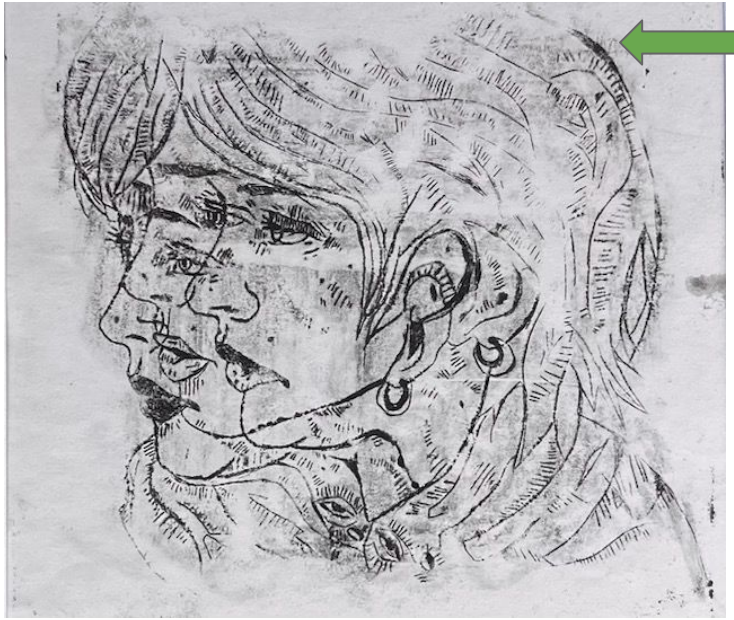






Art Awards

MCCC hosts 10th Annual Tri-County High School Art Exhibit

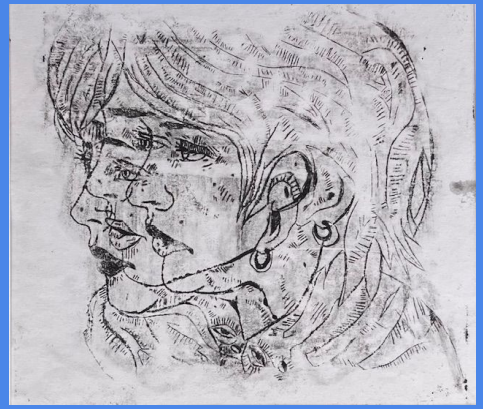


Hannah Woods (Certificate of Merit) WINNER
Itzel Ceron-Bruno
Madison Johnson
Nate DeStefano
James Lin
Angela Gesullo
Charleen He
Daniel Mantilla Mosquera
Ava Fuenfstueck



Melanie Evitts *Winner of 3-D Functional*
Milli Patel
Aiden Nolan
Andrew Chheng
Kseniia Aleksandrova
Meira Greenberg

PSEA PENNSYLVANIA STATE EDUCATION ASSOCIATION
PSEA 37th ANNUAL "TOUCH THE FUTURE" STUDENT ART EXHIBITION



Hannah Woods
Certificate of Merit



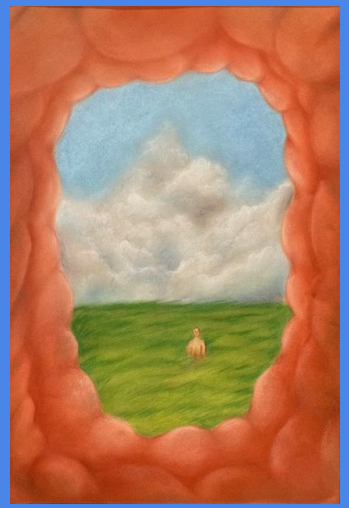














Tri-County Artwork



Melanie Evitts *Winner of 3-D Functional*











PSEA Artwork

Questions?

Dr. Susan Silver, Assistant Superintendent
ssilver@umasd.org
Dr. Sean Gardiner, Director of STEM
sgardiner@umasd.org
Dr. Andrew Kuhn, Director of Humanities
akuhn@umasd.org

