



Matawan -Aberdeen Regional

Focused on Equity: A District's Journey from Vision to Reality



Resources & Presentation



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MARSD District Mission & Vision

Vision Statement

Students will become lifelong learners, critical thinkers, and creative problem solvers who achieve success as valuable and contributing members of society.

Mission Statement

We are committed to meeting or exceeding the NJ Student Learning Standards at all grade levels in all areas, and providing a safe and supportive environment where all students are inspired, empowered, and encouraged to maximize their unique potential.

Objective

Examine what is required to promote a district-wide focus to support and promote community equity and access for all.

Essential Question

How can I disrupt and dismantle the existence of inequality within my sphere of influence?

(adapted from Gorski, 2016)

Emotional Norms

- We are willing to support each other through difficult discussions based on challenging topics focused on equity and inclusivity.
- We may encounter situations that evoke strong emotions, personal mores, and other sensitive topics.
- You can expect to discuss equity-focused topics that may differ from your individual beliefs and/or understanding.
- We will work through these challenges as a community.

Assumptions

We are all well-intentioned, good people who want to see all children succeed in school.

No one of us has all of the answers to the many complex questions about race in a multi-racial, multi-ethnic, multicultural society.

Some of us would much rather not talk about race, but we agree to enter into the conversation with trust and good will.

Educational Equity

Educational equity means each student has what they need to: (1) define & experience their own success, (2) experience joy in learning everyday, and (3) see themselves reflected in the content of their learning as well as the educators who serve them.

It provides a climate in school that attends to race, ethnicity, culture, gender identity & expression, sexual orientation, religion, (dis)ability, and socioeconomic status (McCabe, Zwerger, 2017)

The 4 Agreements

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect and Accept Non-Closure

(Singleton, 2005)

Warm-Up Activity

[Video link: Michael Scott's
School of Management –
The Office US](#)

Community Circle Activity

The Community Circle Activity provides us with an opportunity to share our own truths while also learning the truths of others we share spaces and community with. Our Community Circle Rules of Engagement include:

- Be present
- Trust & inclusiveness
- No wrong answers
- Respect the speaking piece
- Use the “pass” statement if you are not comfortable

Community Circle Prompts

- Name, how are you feeling right now?
- What did you want to be when you grew up?
- What's one value you learned from your family?
- Something you'd like to accomplish today.
- The toughest thing you ever overcame?

Debrief

- How did this activity make you feel?
- Would you use this activity in your classroom/school?
Why or why not?
- Which one of the discussions was the most difficult to talk about? Why?

Human Barometer

In this activity participants will reflect on and share personal values/beliefs about social issues and topics of national, international, and personal concern. They will be able to display their stance on certain issues and also have an opportunity to explain their rationale.

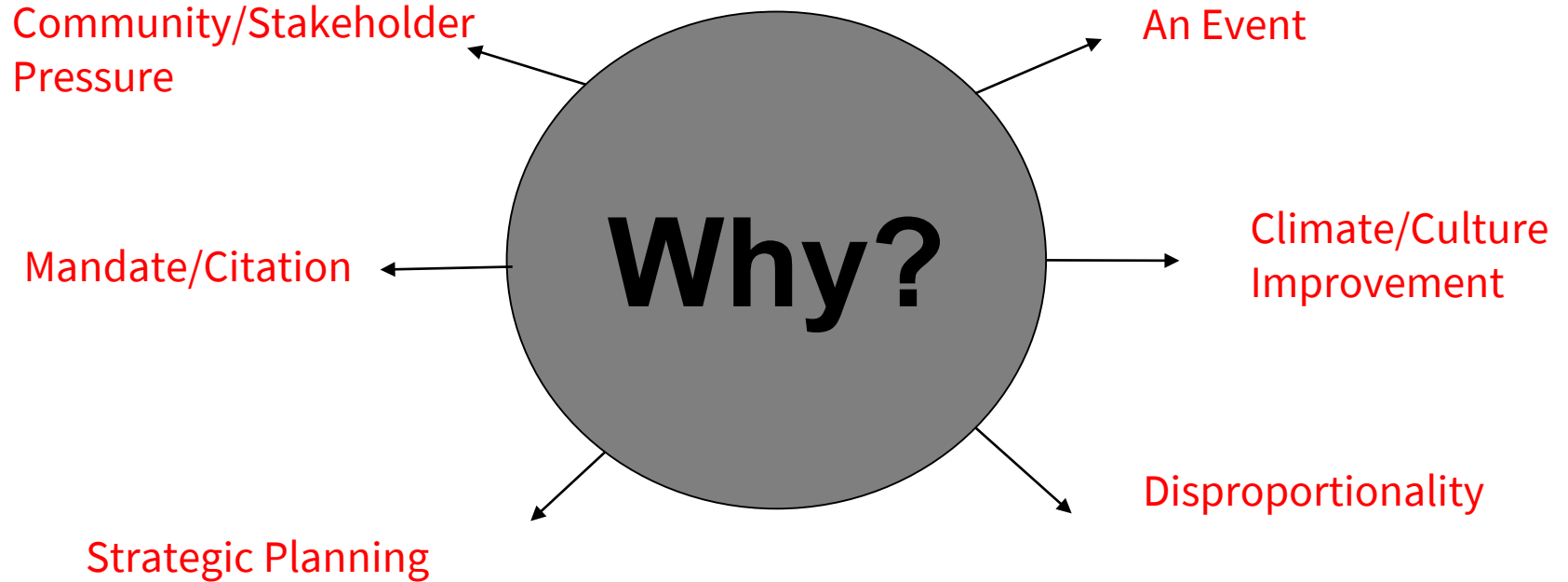
Human Barometer

- When I was in school, curricula materials reflected my identity (race, class, ethnicity, etc.)
- School is an ideal place/institution to learn about the tenets of race, gender, and ethnicity.
- I feel prepared to foster an equity-centered (e.g. social justice, anti-racist, multicultural) learning environment in my classroom.

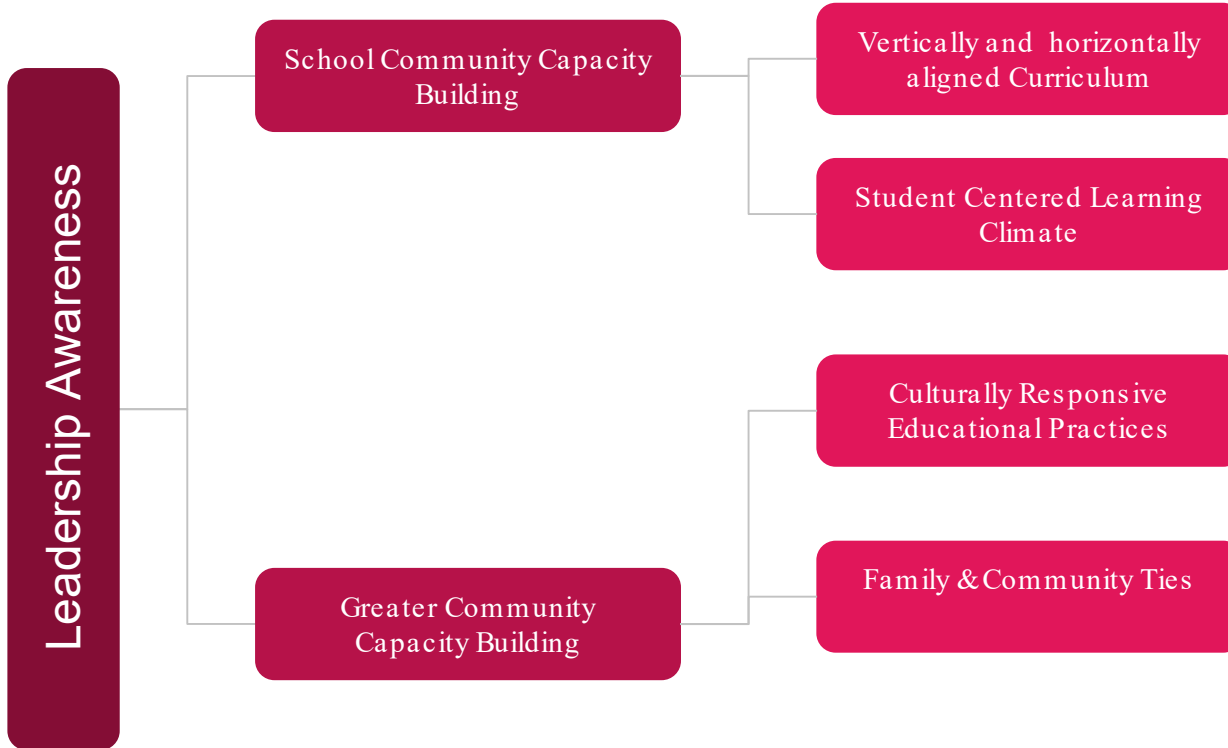
Debrief

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“Why” Awareness



Framework for Equity



Capacity Building



NYU

STEINHARDT

Metropolitan Center for Research on Equity and the Transformation of Schools

NYU STEINHARDT

Who are we?

In the Steinhardt School of Education, Culture and Human Development

At the *Metropolitan Center for Research on Equity and the Transformation of Schools*

We are the **Center for Strategic Solutions**, an equity and racial justice center, dedicated to moving the conversation about race, power, and privilege forward to create equitable climates for culturally and linguistically diverse students and staff.

Central Jersey Consortium for Excellence & Equity 2018-2019

"Preparing Each and Every Student for Success in School Achievement, in Post-Secondary Education, and in Life"

The Central Jersey Consortium for Excellence and Equity (CJCEE) is an evolving collaboration of administrators, teachers, support staff, parents, and elementary and secondary students that are collectively committed to learning and working together to enhance the achievement and well-being of all students, as well as increasing the academic performance, engagement, and future success of traditionally underachieving students. CJCEE focuses on inter-district collaboration and shared learning for continuous improvement in eliminating the disparities in achievement and school engagement among students.

2018-2019 Topic of the Year

Unconscious Bias: Impact on Equity in Schools

Session Information

This year, sessions will be position specific. Through the sessions, attendees will walk away with applicable information that is specific to their environment and that can be implemented immediately.

Be on the look out for specifics of these sessions.

Targeted Audiences:

- Administrators
- Classroom Teachers
- Special Education Teachers
- School Counselors/School Social Workers/School Psychologists
- Special Services

SPECIAL THANKS TO OUR PROGRAM PARTNERS AND SPONSORS

RWJ Barnabas Health Institute for Prevention and Recovery

Rutgers University School of Public Health (RSPH)

Rutgers University School of Health Professionals (RSHHP)

Rutgers University Behavioral Health Care (RUBHC)

Greater Newark Healthcare Coalition (GNHC)

New Jersey Chapter, American Academy of Pediatrics (NJAAAP)

If you are interested in becoming a RIISA sponsor, please reach out to:

Olivia Walker, Administrative Assistant
Rutger Institute for Improving Student Achievement (RIISA)
10 Seminary Place, Suite 111
New Brunswick, NJ 08901
(648) 932-0842
riisa.gse.rutgers.edu
riisa@gse.rutgers.edu

To find out more about our other 2018-2019 events, click on...

RutgerISA RutgerISA RutgerISA #weRISA

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LOCATIONS AND DATES:

North Network (NN)
Essex Regional Educational Services Commission
333 Fairview Road
Fairfield, NJ 07004
Dates: March 26, 2019; April 9, 2019; May 7, 2019

South Network (SN)
RWJ Health Institute for Prevention and Recovery
242 State Route 25 South, 3rd Floor
Trenton, NJ 07724
Dates: March 27, 2019; April 10, 2019; May 8, 2019

TIME:
9:00am – 3:00pm

COST:
\$450 per person

Lunch will be provided at each session

REGISTERED ONLINE AT
https://rutgers.cofqualtrics.com/ffg/form/SV_UrHamuZubnBNSp

RESTORATIVE NETWORK 2018-2019
Institute for Improving Student Achievement

Adverse Childhood Experiences (ACEs): Impact from Infancy to Adulthood

RUTGERS
Graduate School of Education

Advancing Excellence and Equity in Education

The District-Wide Equity Team

The district-wide equity committee comprised of the Superintendent, district leaders, school leaders, teachers, staff, parents, students, and community members has met 10 times since the 2017-2018 school year to build capacity and frame how the work of promoting equity should roll out district-wide.

The District-Wide Equity Team

- Teachers
- Administrators
- Parents
- Community Members
- Students



Equity Team Recommendations

- Student Equity Leaders
- Professional Development
- Curriculum Enhancements
- Communication
- Parent/Guardian Engagement

Building Professional Capacity

Professional Development

All staff (including support and office staff) participate in ongoing and scaffolded professional development focused on equity and diversity.

Goal: To equip teachers and staff with the skills to promote equity and open dialogue to further promote a positive, supportive, and safe school climate that embraces kindness, diversity, individuality, and respect for all.

Building Professional Capacity



- 5 Full Days of PD - 2017-2018
- 3 Full Days of PD - 2018-2019
- Board of Education Support & Updates
- Data Analysis
 - Discipline
 - Academics
 - Attendance
- Needs Assessment
- Action Planning
- Goals & Objectives

Student Equity Leaders

Student equity leader development:

Create and sustain student-led equity team(s) within the middle and high school.

Goal: To educate and spread awareness to help promote inclusivity, dismantle inequitable systems and practices in our district, and promote student involvement in creating a more equitable district.

Youth Brilliance

[Video link, Leaders of the New School: Chris Emdin](#)

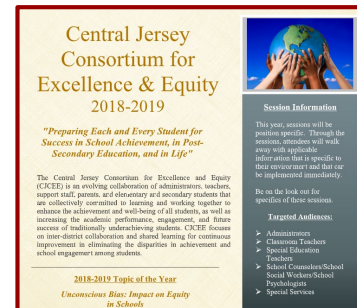
Debrief

- How do you (organization) nurture & develop diverse manifestations of youth brilliance?
- What role should students fulfill in the journey to equity & inclusivity?

Student Equity Leader Project

Central Jersey Consortium for Excellence and Equity

- Designed for student leaders
- Spend academic year promoting awareness of unconscious bias & teaching skills for combatting within the study body
- Social Justice Advocates within the school/district
- Initiate change from a student perspective
- Culminating Showcase - Discuss and Share what was learned and gained experiences



The flyer is a vertical rectangular document with a light beige background and a dark grey sidebar on the right. At the top, it features the title 'Central Jersey Consortium for Excellence & Equity 2018-2019' in a serif font. Below the title is a quote: 'Preparing Each and Every Student for Success in School Achievement, in Post-Secondary Education, and in Life'. A paragraph of text describes the consortium as an involving collaboration of administrators, teachers, support staff, parents, and students. The bottom of the main text area includes the 2018-2019 topic: 'Unconscious Bias: Impact on Equity in Schools'. The right sidebar contains a small image of hands holding a globe, followed by 'Session Information' and 'Targeted Audiences' which lists various school roles.

Central Jersey
Consortium for
Excellence & Equity
2018-2019

*"Preparing Each and Every Student for
Success in School Achievement, in Post-
Secondary Education, and in Life"*

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2018-2019 Topic of the Year
*Unconscious Bias: Impact on Equity
in Schools*

Session Information
This year, sessions will be content specific. Through the sessions, students will walk away with applicable information that is specific to their environment and that can be implemented immediately.

Be on the look out for opportunities of future sessions.

Targeted Audiences:

- Administrators
- Classroom Teachers
- Special Education Teachers
- School Counselors/School Social Workers/School Psychologists
- Special Services

Our Students Doing “The Work”

[Video link: CJCEE & Equity
Team Presentation](#)

Culturally Responsive Curriculum Choices

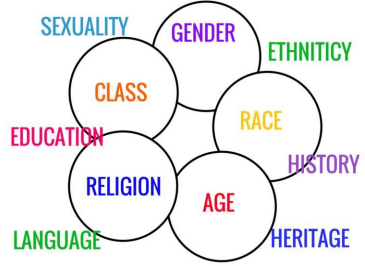
Curriculum

Reexamine and audit current curriculum and supportive curricular programs with a focus on creating a more equitable and culturally responsive education.

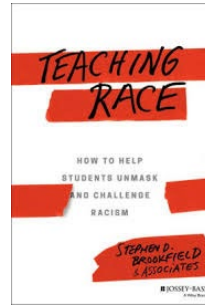
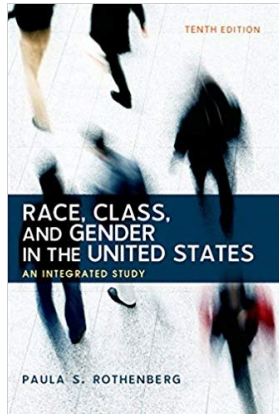
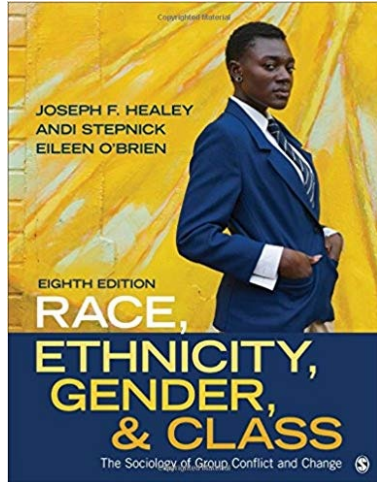
Goal: Develop a curriculum audit rubric to conduct a curriculum audit and then revise curriculum guides according to the findings.

**Culturally Responsive
Curriculum Scorecard**

INTERSECTIONALITY



"overlapping or intersecting social identities and related systems of oppression, domination, or discrimination."



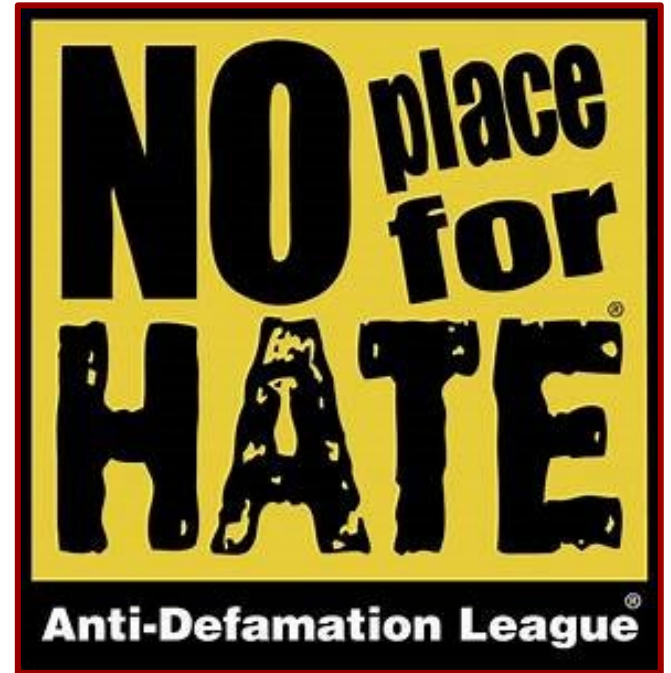
Race Gender

Lessons learned:

Wall of Diversity activity

Instagram

Teacher buy-in/support



1,800 schools nationally!

While On Your Journey Remember...

“If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do you have to keep moving forward.”

Dr. Martin Luther King, Jr.

Thank You!



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