

Diversity, Equity, & Inclusion

IN THE BOCES AND SCHOOL DISTRICTS OF NEW YORK STATE

Agenda

Statewide and Regional Support Through the BOCES of NYS

- ▶ Kevin MacDonald, DS Chair, Genesee Valley BOCES
 - ▶ Overview of BOCES of NYS engagement in Diversity, Equity, & Inclusion training
- ▶ David Wicks, DS Vice Chair, Eastern Suffolk BOCES
 - ▶ Creation of the Diversity, Equity, & Inclusion workgroup, timeline, activities/actions, and funding for the group
- ▶ Anita Murphy, DS, Capital Region BOCES
 - ▶ Professional Development for teachers and leaders
- ▶ Dan White, DS, Monroe 1 BOCES & Jo Anne Antonacci, DS, Monroe 2 - Orleans BOCES
 - ▶ Leading & supporting the work from the Board of Education

Implementation in School Districts:

- ▶ Rush-Henrietta CSD - Lawrence "Bo" Wright, Superintendent
- ▶ Schoharie CSD - David M Blanchard, Superintendent
- ▶ Bethlehem CSD – Jody Monroe, Superintendent
- ▶ Patchogue-Medford UFSD – Dr. Donna Jones, Superintendent

District Superintendents' Retreat June 2018

Formal Training:

Equity report cards – let the data guide your actions

- ▶ Dr. Luvelle Brown, Superintendent, Ithaca City School District & Lynn VanDeWeert, Evaluation Officer, Ithaca City School District

Leadership implications of Diversity, Equity, & Inclusion

- ▶ MaryEllen Elia, NYS Commissioner of Education, Shirley Collado, President, Ithaca College, & Casey Crabill, President, Onondaga Community College



August 2020

BOCES OF NYS Diversity, Equity, & Inclusion Statement (excerpt)

- ▶ As a collective body, the 37 BOCES that partner with and support nearly all of the school districts in the state of New York are committed to embracing diversity and promoting equitable and inclusive practices in our schools..... Our educational system is stronger when each individual is embraced for who they are. As such, the BOCES across New York State will work to foster and maintain a safe school environment for students, families, faculty and staff regardless of race, gender, age, sexuality, ability, religion, national origin, gender identify and other identities.....

2020 – 2021 School Year

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Formal Training:

Natalie McGee, National Consultant – Progressive Partners

Culturally Responsive Leaders

- ▶ Session #1 – Self-Reflective Leaders
- ▶ Session #2 – Race & Diversity Structures
- ▶ Session #3 – Promoting an Inclusive Environment
- ▶ Session #4 – Shaping Curriculum & Instruction



BOCES of NYS Support the Board of Regents April 2021

Diversity, Equity, & Inclusion – BOCES of NYS Website:

- ▶ At its April meeting, the New York State Board of Regents released a draft framework on Diversity, Equity and Inclusion in our schools. The 37 district superintendents representing BOCES across New York applaud this effort and look forward to collaborating with the Regents, the Commissioner and school leaders across the state in implementing this framework in our schools.

April 2021 – Present

Formal Training

- ▶ Dr. Sean Eversley Bradwell, Professor of Education, Ithaca College & Ithaca City School District Board of Education member

Sharing of Successful Practices and Experiences

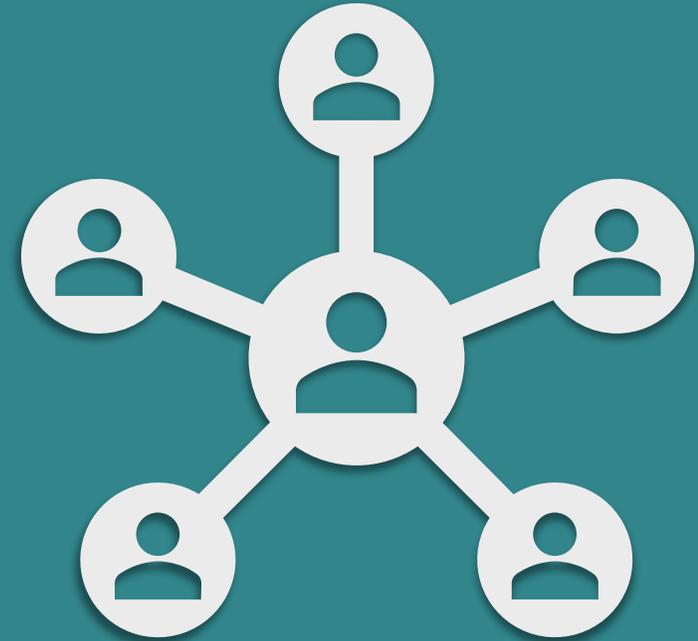
- ▶ Each month, time is built into District Superintendent meeting agendas to support each other in this work.
- ▶ May 7, 2021: Diversity, Equity, & Inclusion conversation with Chancellor Young and Commissioner Rosa
- ▶ June 22, 2021: First meeting of Diversity, Equity, & Inclusion workgroup

District Superintendents' Diversity, Equity, & Inclusion Workgroup

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Supporting Each Other and the Field

- ▶ Created as an internal support group for BOCES District Superintendents
- ▶ Development and release of the Board of Regents Diversity, Equity, & Inclusion Framework and policy statement
- ▶ Partnership Between BOCES District Superintendents, the State Education Department, and the Board of Regents
- ▶ Statewide Diversity, Equity, & Inclusion resource repository



Capital Region BOCES

ANITA MURPHY, DISTRICT SUPERINTENDENT

Using a Regional Approach

- ▶ Equity is the #1 area of interest by districts in the Capital Region.
 - ▶ How Capital Region BOCES districts started: We offered three, 1-hour professional learning opportunities for school leaders and teachers to create awareness and to provide a baseline of information.
 - ▶ Topics included: Self-reflection, starting the conversation, equity vs. equality, engaging across differences and student engagement.
- ▶ Principals are engaged in conversations around transforming professional practice, blind spots, cultural continuum and readiness at their monthly meetings led by Capital Region BOCES staff.
- ▶ Communications Service participated in 6-part series on Inclusive Communication Practices. The service currently serves over **90** districts/BOCES statewide.
- ▶ Convened a Superintendents' Equity Committee representing all 24 component districts to determine needs of educators, staff and leaders and to plan and help implement individual initiatives in all component districts and Albany city.



Regional Equity Committee

- ▶ Areas of work include staff/HR transformation (including equity audits), communications, and cultural considerations.
- ▶ Equity Committee includes superintendents, assistant superintendents and equity officers. The committee is supported by BOCES staff and the District Superintendent.
- ▶ Regional Focus means Sharing the Work – but also ensures the work gets done by expanding the reach of the work to more than one district.
- ▶ Current Committee Focus:
 - ▶ Implementation of NYSED Framework on Diversity, Equity, & Inclusion
 - ▶ Learning from one another and supporting each other with this work
 - ▶ Professional learning and curriculum initiatives
 - ▶ Uniting as a region around Diversity, Equity, & Inclusion initiatives



CAPITAL REGION
BOCES

Monroe 1 BOCES

DAN WHITE, DISTRICT SUPERINTENDENT

Monroe 2- Orleans BOCES

JO ANNE ANTONACCI, DISTRICT SUPERINTENDENT

The Role of School Districts Begins With the School Board

What a Board of Education Needs:

- ▶ Boards need support in the governance and policy work surrounding diversity, equity, and inclusion
- ▶ This work is grounded in four principles:
 - ▶ Welcoming and Affirming Environment
 - ▶ High Expectations and Rigorous Instruction
 - ▶ Inclusive Curriculum and Assessment
 - ▶ Ongoing Professional Learning

How to Provide That Support:

- ▶ Give accurate, quality information on which the board can base governance decisions
- ▶ Create safe spaces for board members to discuss the work
- ▶ Provide ongoing support and training opportunities

Ongoing Board Activities in Monroe County



Monthly professional development and collegial sharing opportunities through the Monroe County School Boards Association, Monroe One and Monroe 2-Orleans BOCES



Board member workshop with Dr. Sean Eversley Bradwell in August



Follow-up opportunities through ACT for Education Round Tables:

Culturally Responsive-Sustaining Framework; Diversity, Equity, and Inclusion; Social Emotional Learning; Civility, Access, and Equity; and Student Voice

Sponsored by Monroe 1 and Monroe 2-Orleans BOCES

Future Work

The Next Steps in Supporting Your Board of Education



**Work with the Monroe
County School
Boards Association
on training for new
and existing Board of
Education members**



**Assess Board and
District needs on an
ongoing basis**



**Provide opportunities
for Districts to share
experiences and
practices with other
Districts**



**Continue to ground
the Boards' work in
student voice and
success**

Stories From the Field

Rush-Henrietta CSD

LAWRENCE “BO” WRIGHT, SUPERINTENDENT

Focusing on What Matters Most

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HIRING FOR DIVERSITY



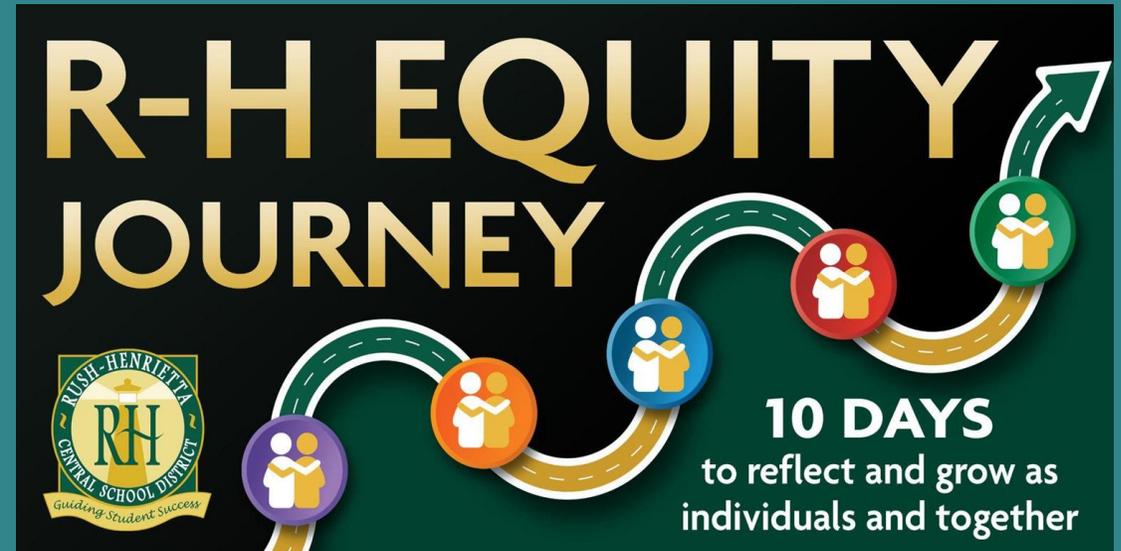
**DEVELOPMENT OF CULTURALLY
RELEVANT CURRICULUM**



CLOSING ACHIEVEMENT GAPS

Equity as a Conversation

- ▶ Understanding the major factors that impact a child's education
- ▶ Avoiding distractions and divisiveness



Equity Challenges

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Comfort level of
others

Moving from
discussion to action

Political environment

Bethlehem CSD

JODY MONROE, SUPERINTENDENT

Schoharie CSD

DAVID BLANCHARD, SUPERINTENDENT

Stories From the Field



Bethlehem CSD

- ▶ Operationalizing Diversity, Equity, & Inclusion work so it gets done.
- ▶ Using committees to bring people together and build from the inside out.
- ▶ Collecting data to understand demographics and need.

Schoharie CSD

- ▶ Focusing on telling our stories – making it real for our board, staff, and families
- ▶ Looking at what we want for our kids when they go out into the world.

Patchogue- Medford UFSD

DR. DONNA JONES, SUPERINTENDENT

Patchogue Medford School District Equity Committee

Committee Chair
Superintendent
Dr. Donna Jones

Committee Co-Chairs

- ▶ Catherine Carella-Dean: Director of Secondary Humanities
- ▶ Michelle Marrone: Director of ENL, World Languages and Bilingual Programs 6-12
- ▶ Ray Ruiz: Director of Career and Technical Education



Districtwide Actions

Employment Practices (video submissions with candidates responding to equity questions and student participation in the interview process.)

Long Island Consortium for Educational Equity Participation

Podcasts / Facebook Live Discussions on Cultural Responsiveness

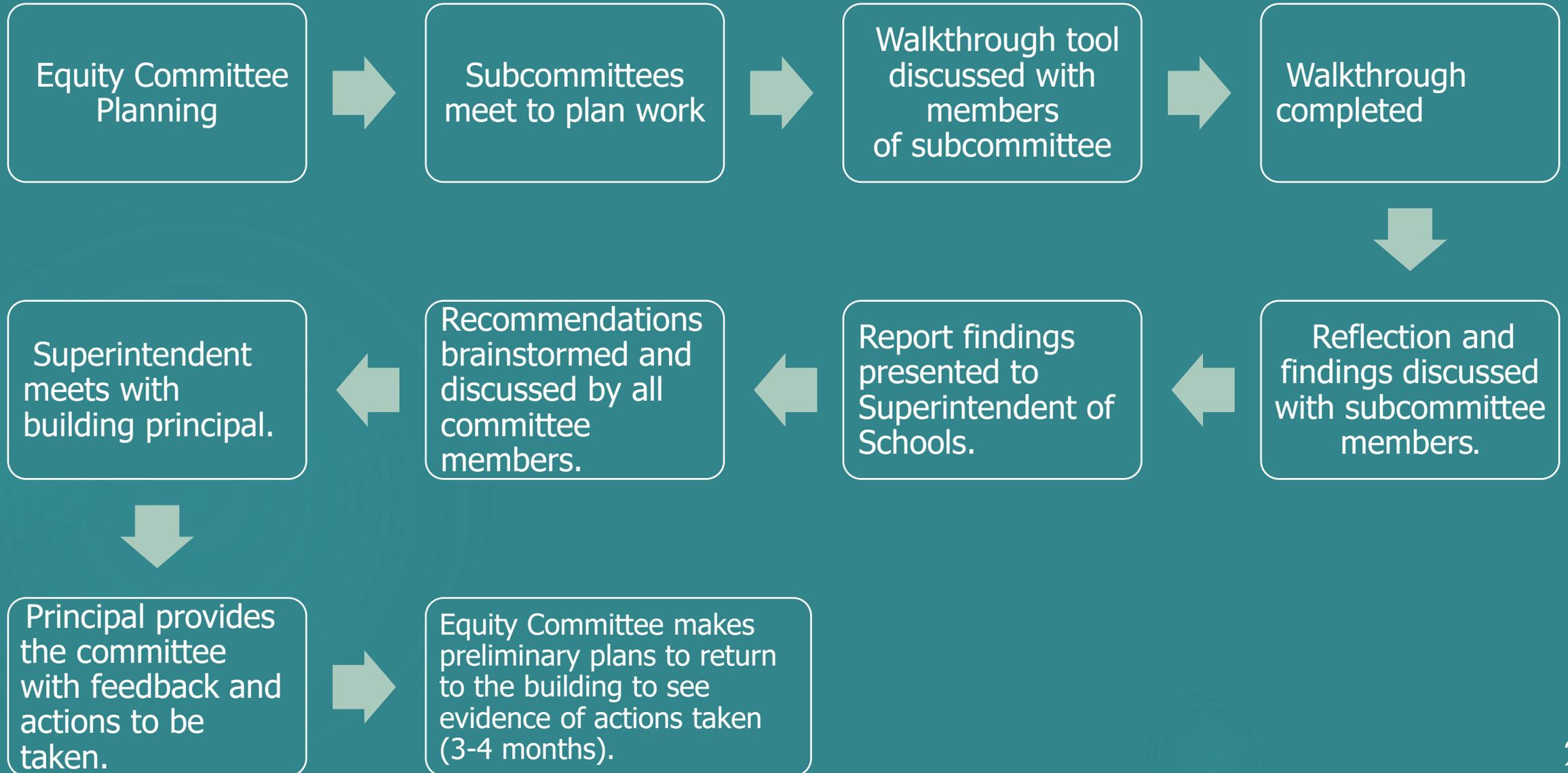
Application into Variety of Library Books

Discussions at the Administrative Level

Cultural Competency Professional Development with all Instructional and Operational Staff

Distribution of Articles and Videos to Staff on Cultural Competency

Equity Walkthrough Process



Assess Cultural Knowledge





Advocate like **Truth**.
Lead like **Douglass**.
Dream like **Tubman**.
Innovate like **Walker**.
Educate like **Langston**.



Additional Resources

- ▶ [Board Of Education 2021-2022 Goals](#)
- ▶ [Superintendent Goals](#)
- ▶ [District Comprehensive Improvement Plan \(DCIP\)](#)
- ▶ Diversity, Equity, & Inclusion Presentations
 - ▶ [Amplifying Student Voice](#)
 - ▶ [BOE Equity Presentation](#)
- ▶ Equity Policies
 - ▶ [5141 - EQUITY, INCLUSIVITY, AND DIVERSITY IN EDUCATION](#)
 - ▶ [5141-E – EQUITY, INCLUSIVITY, AND DIVERSITY IN EDUCATION - EXHIBIT](#)
 - ▶ [5141-R EQUITY, INCLUSIVITY, AND DIVERSITY IN EDUCATION REGULATION](#)
 - ▶ [5180 – STUDENT GENDER](#)
 - ▶ [5185 – GENDER NEUTRAL BATHROOMS](#)