

# Inclusivity: Our Across-the-Board Educational Opportunity for All

May 25, 2022



# As Connected to Our Strategic Plan



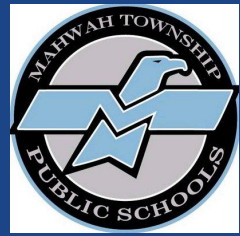
<p>Curriculum and Instruction</p>	<p>Regularly evaluate our curricula to ensure that our students are immersed in a well-balanced and diverse educational experience.</p> <p>Continually invests in our educators and provide professional development opportunities to increase their capacity in developing and implementing 21st century pedagogy, as well as diversity training to ensure that all staff are comfortable discussing race, equity, and equality as appropriate by grade level.</p>
<p>Social Emotional Learning</p>	<p>Cultivate a learning environment that creates empathetic learners, appreciative of our diverse community and communities at large, are eager to understand the individual experiences of their peers, and recognize and value the human rights of all people.</p>

# As Connected to Our Strategic Plan



Community Connections	Explore how our schools support our diverse population and identify how to serve all groups more effectively.
Facilities	Regularly update innovative learning spaces (inside and outside of the school building) to reflect updated curriculum, technological needs, and the diverse learning styles of all students.

# Us<sup>2</sup> Consulting: An Introduction

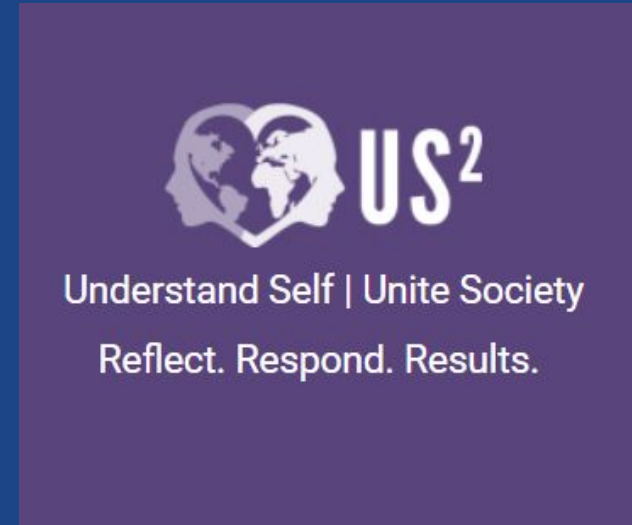


*Who is Us<sup>2</sup> Consulting, and how will they contribute to our work?*

Starting in 2020, a team of district administrators interviewed 16 consulting agencies. Our goal was to identify advisors who best matched the vision and plan for this initiative.

## 2022-2023: Year One Goals:

- Administrator training
- Communication and coaching support
- Audit of policy and curriculum
- Town hall hosting
- Focus group guidance
- Survey analysis with administration
- Reporting of findings



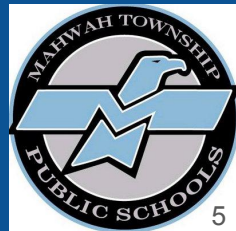
# Year One Timeline: From End of June 2022

## Administrator Meetings and Trainings



Using our administrative retreat time for:

- Educating administrators and supervisors about the equity and inclusion process.
- Focusing the lens of inclusivity.
  - What does inclusivity mean to us and our district?
- Developing this road forward for the 2022-2023 school year.



# 2022-2023 School Year

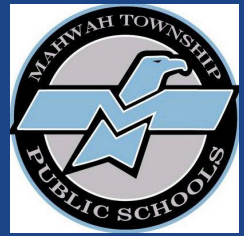


## Understanding and Movement Forward

- Town Halls
  - Our town halls serve as listening tours as an open forum for the whole school community to share their thoughts around topics of equity and inclusion within Mahwah.
  - Town halls will be the opportunity for our community to talk and share their perspective on what our district needs and how to move forward.
- Equity Audit - review of curriculum, policies, procedures, culture, and climate
  - Self-assessments will allow for individual district and schools to assess where they believe they are with regards to equity and inclusion.
  - Surveys to the parent/student community to gain a sense of stakeholder views.
  - Focus groups will take place to hear participant voices on their individual experiences and perceptions.
- Crafting the roadmap
  - Using our data, working with our team, a personalized and district-specific plan and approach will be developed.



# Community Involvement



All parents, students, and staff are essential to our process.

- We need you to join us in our town hall meetings, focus groups, and survey participation.
- You will be part of this review of our identity as a district.

You can join us confidently, knowing that:

- Us<sup>2</sup> will never post or disclose to anyone outside of the district our data gathered during the town hall meetings, focus groups, or survey analysis.
- Steps in the process will be readily shared via BOE meetings, and written communication.
- During the 2022-2023 school year there will be no changes made to the educational programs for children related to this initiative.