

SPS

ours are we
And WE is us
And US be ALL
And all of us are
Scituate Public Schools
SPS

WE are the journey
on a journey
Of Equity
Slide deck to Pride check
Check

Check out our journey
We museum the beach
Summer the accountability
No retreat
WE re-treat

The love that hate can't stop

WE. LOVE.
ALWAYS WE.
ALWAYS LOVE.

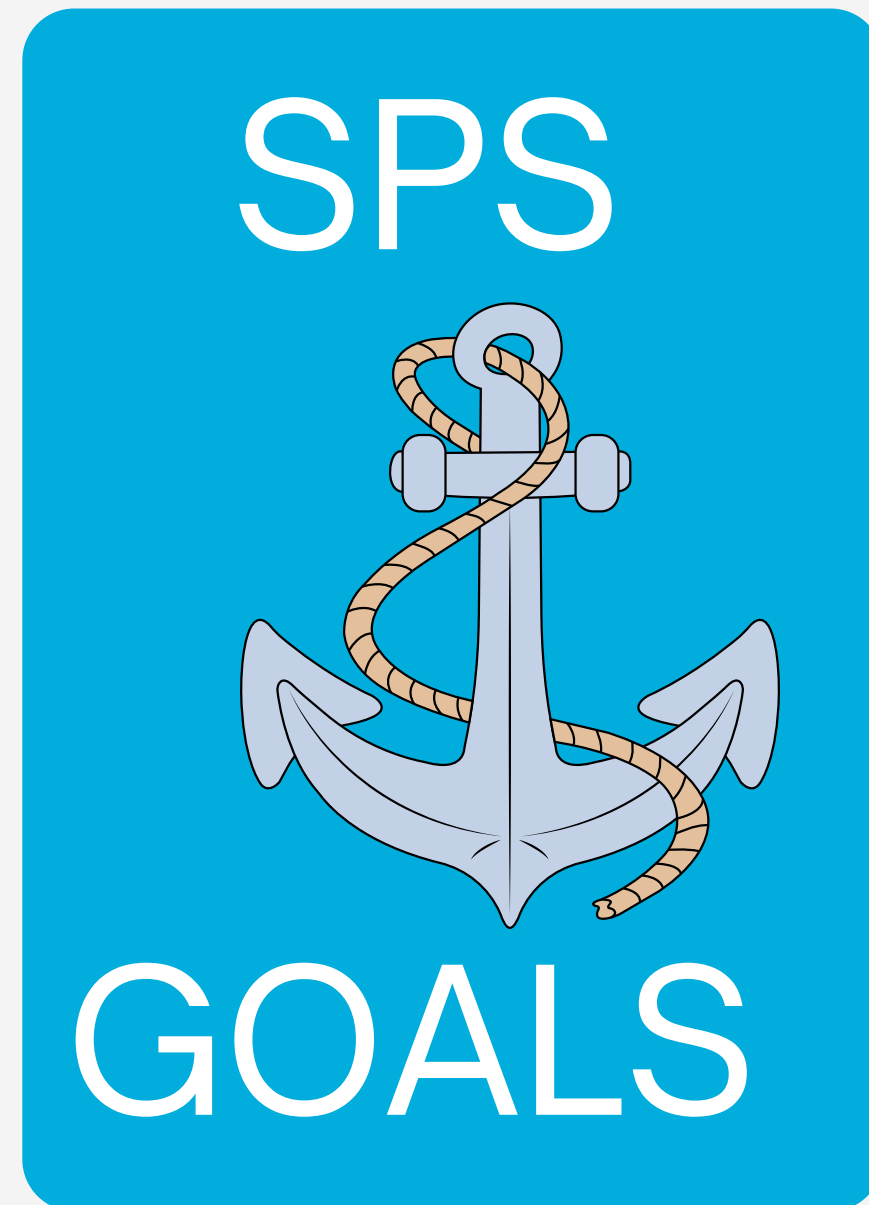
WE SPD with SDEIC
Athletic the Music
Library the academic excellence
Excellent is our sail set
WE Dream. Explore. Discover.
WE memorialize MLK
Students for life
In this house
THIS IS OUR HOUSE
OF LIT
LOVE INCLUSION & TRUST

Trust us
Trust that
WE are always WE
WE believe
And are not done yet
EVER.
ever.

-jma jamy(c) 2024

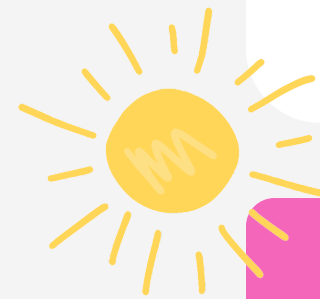


As aligned with our strategic plan and equity audit, WE present our....



L Human Resources

Streamline searches
Maintain equitable hiring practices
Inform all staff of our ongoing equity journey



I Introduce LIT Ecosystem

Implement LIT ecosystem through our District LIT Committee by 2024-2025
(Making the DLC the source and crux from which SPS Equity efforts flow)



T Student Engagement

LIT shared as an essential component of staff and student experience



SCITUATE IS LIT

Our Equity Journey Thus Far

Timeline WE.LOVE.

Prior to the '21-'22 academic school year, there were equity PD efforts, but there wasn't a known equity platform or plan. This timeline details the platform and journey from April '21 until now.

Apr-June '21

1. Addressed a slide deck incident at our middle school which led to the adjustment of best practices in addressing any similar circumstances-locally (addressed on my second day). We championed the opportunity for teachable moments, rallied the community with love-signs, chalking, and in- service learning for students and staff without villainizing.
2. First Pride Open Mic (done in conjunction with the community)

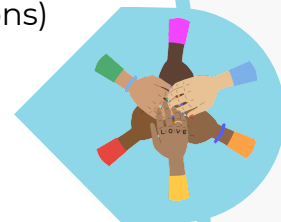


Summer '21

1. Introduced the LIT Platform and Plan
2. WE welcomed the SPS Pledge (co-signed by students, parents, caregivers, Dept. Chairs, Central Office and School Committee)

Fall - Spring '21-'22

1. First installation of This Is Our House (community and identity affirmation event with scholar involvement and art)
2. LIT Teams at each school (from 6 to 12 scholars on each team)
3. LITPAG (Love, Inclusion & Trust Parental/Caregiver Advisory Group)
4. LITCC (Love, Inclusión & Trust Community Conversations)
5. MLK Memorial
6. Cultural Cuisine
7. LIT Podcast
8. Unified Sports Amplified
9. HR Equity plan explored
10. Expanded SPS searches
11. METCO interim director begins
12. First Districtwide acknowledgement of heritage months, days of observance inclusive of identity, ability, spirituality, culture and race
13. Staff of color maintaining regular presence and positive impact in all of our schools
14. Professional Development structure enhanced through LIT Shortstops (99% approval in written evaluations)
15. LIT Professional Development taking place with every staff in our district (99% approval in written evaluations)
16. Intentionally adding the presence and voices of marginalized scholars and staff to the SHS Senior dinner and Graduation
17. Serving as liaison to our SDEIC
18. Scituate Freedom Team created



Fall- Spring '22-'23

1. District LIT Committee established
2. METCO search '22-'23 (coordinator hired)
3. TIOH has more scholar involvement, engagement and positive anticipation
4. Nuero-diverse TIOH begins
5. Pledge is shared in the announcements of every elementary school
6. SPS Equity Audit takes place
7. District LIT Website developed
8. Meet and greet with SPD
9. LIT Teams (Elementary) grow exponentially
10. LIT Lunches begin
11. Unity Basketball Game introduced
12. LIT Bedtime stories piloted
13. LIT Open House
14. NEASS LIT (New England Association of School Superintendents) presentation
15. "Scituate is the love that hate can't stop" slogan introduced to the SPS community in addition to matching quote magnets (part of a response to hate symbol in our community)



Summer '23

1. Joint LIT PD with School Committee and Central Office
2. Museum Beach



Fall- Spring '23-'24

1. METCO search '23-'24 (hired first full time permanent director since 2021. Also hired METCO Program Manager)
2. PD on equitable hiring practices for SPS Leadership team
3. Freedom Team trained on CIRCLE model for atonement and healing
4. LIT Teams facilitated by respective staff
5. Longitudinal LIT Training on 10 POD (Principles of Diversity)
6. LIT Student Assistantship proposal through BSU partnership
7. HR Equity steps furthered (one pagers and LIT 101)
8. Established and launched AMSEL - Association of Massachusetts Schools Equity Leaders (recognized leaders for equity efforts; supported by the Governor and Secretary of Education)
9. Character Strong conversations on Empathy



Introduction

End of Spring 21

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Summer 21

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Foundational Work.

Always WE

Fall/ Spring '21-'22

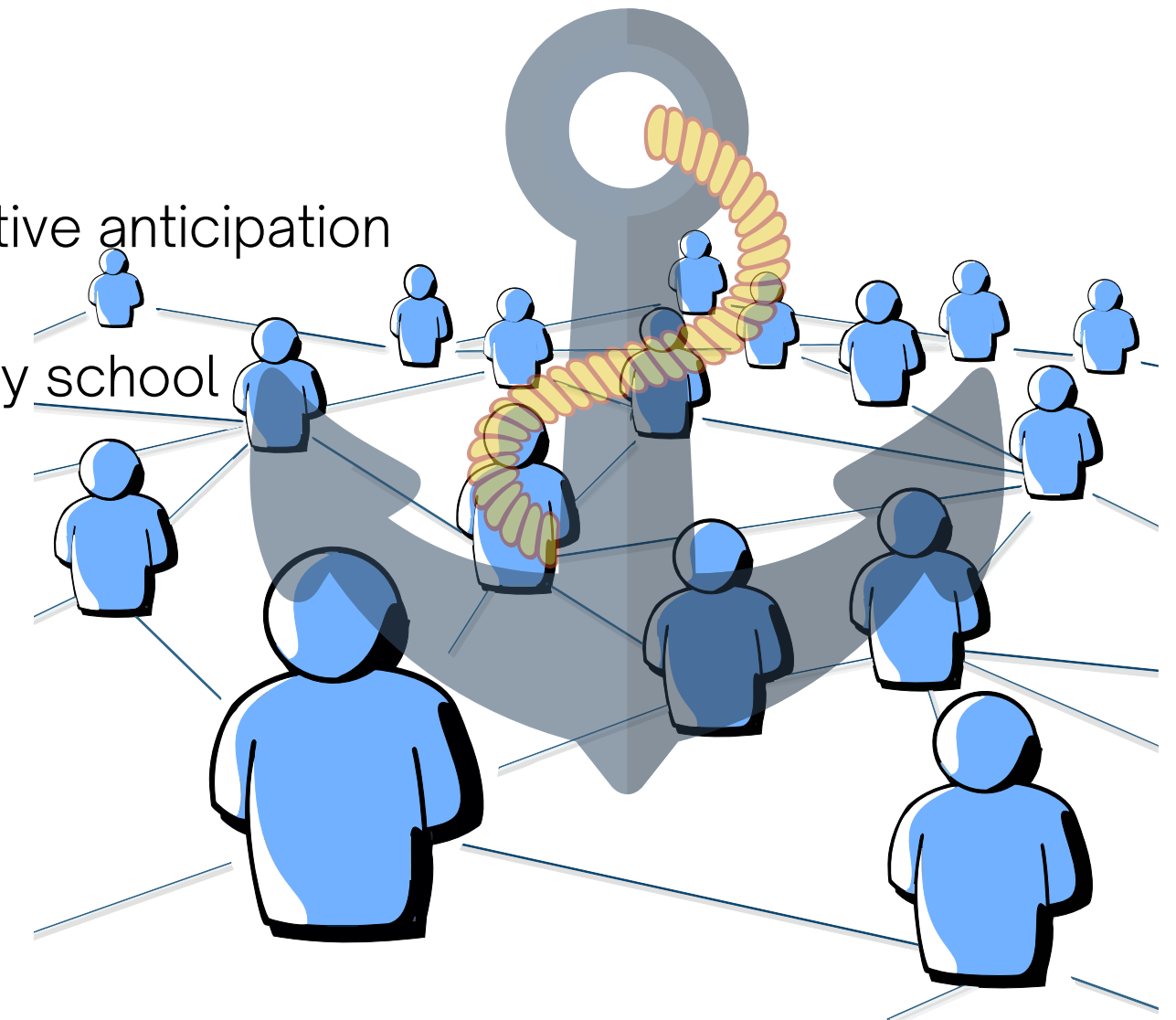
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LIT Community

Fall/ Spring 22-23

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Unity

Summer 23

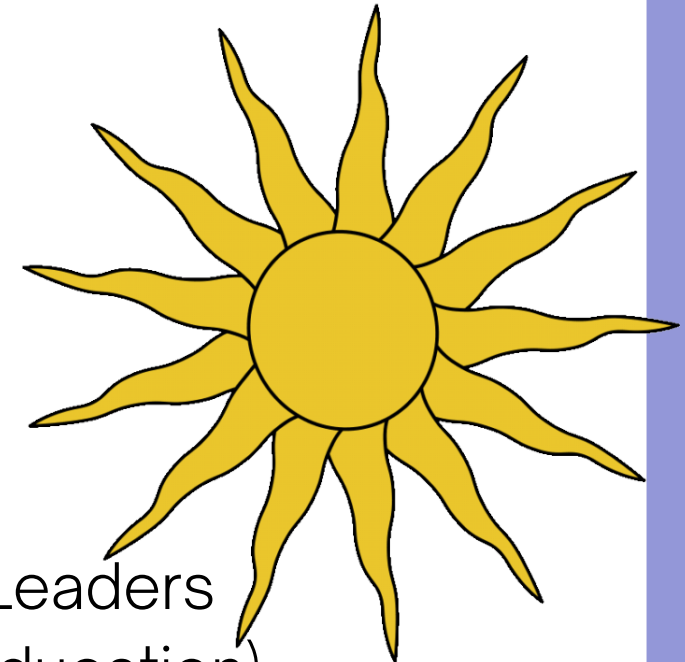
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*Scituate is the love
That hate can't stop*

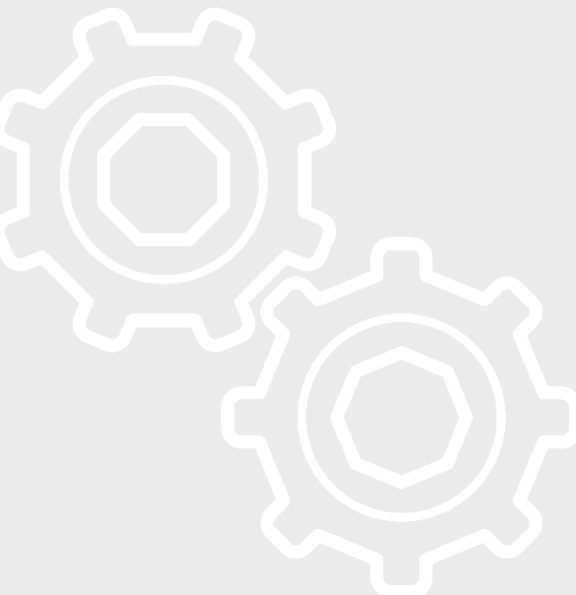
Paving The Way

Fall/Spring '23-'24

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The Commonwealth of Massachusetts designated funding to METCO districts , SPS was awarded \$15,000



Scituate Public Schools
Notable Equity Initiative

Pathway

- This grant is in alignment with our strategic plan, mission, and LIT foundational model
- Includes Professional Development
- Supportive coaching for our DLC

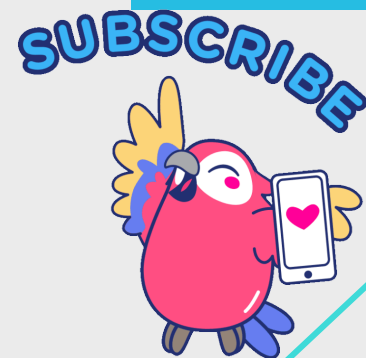
Utilizing our recent District Equity Audit

Partnering with DLAJ Consulting LLC

- WE are ...**
- Building educator capacity to engage in culturally relevant and social-emotional-based practices



- Training organizational leaders to be effective and capable in addressing challenges related to equity work as aligned with LIT



These essential steps advance the framework to our core values.
WE are Scituate!!



Additional Acknowledgements

Absorbed as more than just our DEI Director
(students, families, staff, community and
region)

There is belief
WE. LOVE.

Visits to classrooms to assist with content discussions

Enhance community connection

Requests to assist students of all backgrounds

Creating new best practices for the field, Never settling

Greater accountability

Increased Equity standard expectations from student, staff
and families