

L-S Racial Climate Task Force

A presentation to the LSRHS School Committee
October 23, 2018

Who we are . . .

Jim Berry, Instructional Technology Specialist

Dave Cole, Campus Aide

Shelly Hinds, METCO Director

Lori Hodin, Coordinator of Safe School Initiatives/History Teacher

Phillip James, History Department Coordinator/History Teacher

Leslie Patterson, Associate Principal

Daniel Schuler, Counseling Department Liaison/Counselor

Martha Wall, ACE Program Administrator

Context

- Like many school districts, L-S has been impacted by racial climate issues in the country
- We have worked to address racial incidents that have occurred at L-S
- We have heard from some of our students of color that they don't feel a true sense of belonging at L-S
- These factors have underscored the need to build and improve our cultural proficiency as a district

L-S Racial Climate Task Force (RCTF)

- Initiated in December 2017 as an immediate response to a charged racial incident
- A group of faculty/staff and administrators, including the Superintendent, engaged in weekly conversations about the racial climate at L-S
- We created our mission statement and discussed potential action steps to address the racial climate at L-S

RCTF Mission Statement

The Racial Climate Task Force (RCTF) is committed to ensuring that the racial climate at Lincoln Sudbury Regional High School supports a sense of belonging and promotes inclusiveness for all. Additionally, RCTF is committed to fostering a racial climate that is safe and respectful, and supports full and equitable access to the entire curriculum (including co-curricular experiences) for all of our students.

Early efforts & events - Winter/Spring 2018

- Faculty professional development: “The N-word and its Impact on Racial Climate at L-S”
- Superintendent initiated all-school read: Beverly Daniel Tatum’s revised edition of *Why Are all the Black Kids Sitting Together in the Cafeteria*
- Equity Assessments required by the Office of Civil Rights and the Department of Elementary and Secondary Education (to be completed in Fall 2018)
- Student voices

Continued efforts & events - Fall 2018

- Beverly Daniel Tatum at L-S: Keynote speaker for all Staff
- Equity Assessment Surveys
- Focus groups initiative

Fall 2018 (continued)

- Connecting with administrators in neighboring districts
- Expanding membership to include parents/guardians and students
 - Invitation emailed on 10/3/18
 - November meeting
- All school Professional Development - Cultural Proficiency focus

Looking forward . . .

- Focus groups
- Analysis of Equity Assessment and focus groups' data
- Collaborating with parents and students
- Determining next steps based on data analysis

Some final thoughts

We are committed to . . .

Doing this important work

Actively listening and learning

Ensuring flexibility in our approach

Improving the racial climate at L-S

Questions?