

WEST ORANGE PUBLIC SCHOOLS CURRICULAR MANDATES

[DEI Mandate](#) (January 2020)

[NJ Amistad Mandate](#) (2002, 2021)

[Holocaust/Genocide Mandate](#) (90's)

[Peoples with Disabilities and LGBTQ Mandate](#) (Sept 1 2020)

[Asian American and Pacific Islander Mandate](#) (Sept 2022)

[Climate Change Mandate](#) (Sept 2019)

BOARD PRESENTATION

Diversity, Equity, Inclusion (DEI) MANDATE, 2020

"Each school district shall incorporate instruction on diversity and inclusion *in an appropriate place* in the curriculum of students in grades kindergarten through 12 as part of the district's implementation of the New Jersey Student Learning Standards."

English Language Arts

	K-5	6-12
Curriculum & Instruction	2022-2023 • Building classroom guided reading libraries to include more diverse and inclusive selections. • Continue adding additional mentor texts that are more representative. (ongoing) 2021-2022 • Addition of diverse and inclusive mentor texts (titles & authors) to be used during instruction that are more representative of our student populations. (ongoing process) ◦ K-5 Text Selections & Unit Alignments • Read Across America ◦ Read Across America Implementation Communication	2022-2023 • MS ELA Curriculum Revision to include social justice thematic units and more diverse and inclusive texts • Implement new HS course electives 2021-2022 • HS ELA Curriculum Revision to include social justice thematic units and more diverse and inclusive texts ◦ WOHS English Department Curriculum Revision, 21-22 ◦ Anchor Text List, grades 9-12 • Developed two new high school electives for implementation in 2022-2023 ◦ Black Authors & Voices ◦ Young Adult Literature & Graphic Novels

	2020-2021 • ELA, Elementary Curriculum Revisions ◦ Grade 4 Unit 6: Historical Fiction ◦ Grade 5 Unit 2: Social Issues/ Persuasive Essay ◦ Grade 5 Unit 5: Researching Debatable Issues/ Research-Based Argument Essay • Summer 2020 evaluated curricular mentor texts with a committee ◦ Reading specialists, library media specialists, and committee members created grade level virtual book Rooms that aligned to curricular units • Instructional resource support during virtual/hybrid platforms ◦ Book Room (Sample-Read Alouds) ◦ Virtual Book Room (K) ◦ Reading specialist created lessons to show how to incorporate ELA instructional strategies using diverse and inclusive texts that aligns with the curriculum ■ Fry Bread: Writing Suggestions and Reading Suggestions ■ Undefeated: Writing Suggestions and Reading Suggestions	2020-2021 • Purchased and implemented contemporary and inclusive texts based on text evaluation and analysis, such as: ◦ ELA 6, <i>Harbor Me</i> by Jaqueline Woodson ◦ ELA 7, <i>Stamped</i> by Jason Reynolds and Dr. Ibram X. Kendi ◦ English 9, <i>How the Garcia Girls Lost Their Accent</i> by Julia Alvarez and <i>If You Come Softly</i> by Jaqueline Woodson ◦ English 10, <i>Just Mercy</i> by Bryan Stevenson, <i>They Called Us Enemy</i> by George Takei ◦ English 12, <i>Born a Crime</i> by Trevor Noah 2019-2020 • ELA 6-12 researched more contemporary and inclusive texts to infuse into the curriculum. Selected and reviewed texts. 2018-2019 • ELA 6-12 Evaluation Committee: Evaluated texts for genre, author, date, author/ character genre, race, religion, writing style, social justice, etc. Findings included: ◦ 56% male authors ◦ 61% white authors ◦ 26% published in 2000s • Goals developed: ◦ Increase female authors and voices ◦ Increase authors and voices of color (Black, AAPI, Latinx) ◦ Increase in variety of genre (nonfiction, graphic novels)
Professional Development	2022-2023 • Professional development will be provided in the area of guided reading and the incorporation of the newly purchased diverse and inclusive guided reading classroom library sets.	2022-2023 • Professional development will be provided around curriculum development for grades 6-8 and implementation of new curriculum and texts for grade 9-12

	2021-2022 - N/A 2020-2021 - Provided Social Justice PD for all K-12 librarians, K-5 reading specialists and ELA 6-12 teachers	2021-2022 Developing Inquiry Units of Study for ELA 9-12 to support curriculum revision 2020-2021 Beyond Diversity: A Framework for Social Justice for all K-12 librarians, K-5 reading specialists and ELA 6-12 teachers 2019-2020 - Research and review of diverse and inclusive texts <i>Talking Texts: Collaborating to create a more equitable and inclusive curriculum</i> for our students for ELA 9-12 to support text research and review
Social Studies K-12		
	K-5	6-12
Curriculum & Instruction	2022-2023 - Implement NJCSS review recommendations 2021-2022 - Social Studies: Curriculum Revision Grade 4 2020-2021 - Social Studies: Curriculum Revision K-3 and 5 Grade K Grade 1 Grade 2 Grade 3 Grade 5 2019-2020 - N/A 2018-2019 - N/A (elementary curriculum K-5 was written and board approved during the 2017-2018 school year)	2022-2023 - Implement NJCSS review recommendations 2021-2022 - N/A 2020-2021 - N/A 2019-2020 Grade 6 Grade 9, Grade 9 Honors Grade 10, Grade 10 Honors Grade 11, Grade 11 Honors 2018-2019 Grade 7, Grade 7 Honors Grade 8, Grade 8 Honors

Professional Development	2022-2023 • DEI mandate training (K-3) • Asian American and Pacific Islander Mandate Training (4-12) • Continued Professional Development NJ Amistad Mandate Training 2021-2022 • Asian American and Pacific Islander Training: Adding AAPI Studies Into Your School Curriculum • Why AAPI Curriculum Matters provided by the Asian American Heritage Project (4-5) • NJ Amistad Training provided by Dr. Khalfani (social studies 4-5) 2020-2021 • Implicit Bias Training K-5 provided by the Equity Leadership Group • Critical Conversation and Implicit Bias Training provided by the Equity Leadership Group • Amistad Training provided by Dr. Wilson (MSU) 2019-2020 N/A 2018-2019 N/A	2022-2023 • Asian American and Pacific Islander Mandate Training (4-12) • Continued Professional Development NJ Amistad Mandate 2021-2022 • Asian American and Pacific Islander Training: Adding AAPI Studies Into Your School Curriculum • Why AAPI Curriculum Matters provided by the Asian American Heritage Project (6-12) • NJ Amistad Training provided by Dr. Khalfani (social studies 6-8) • NJ Amistad Training provided by Dr. Khalfani (social studies 9-12) • LGBTQ Mandate Training provided by Garden State Equality (social studies 6-8) 2020-2021 • Implicit Bias Training 6-12 provided by the Equity Leadership Group • Critical Conversation and Implicit Bias Training • NJ Amistad Training provided by Dr. Wilson (social studies 6-8, social studies 9-12) • NJ Amistad Training provided by Dr. Khalfani (social Studies 6-12) • LGBTQ Mandate Training provided by Garden State Equality (social studies 9-12) 2019-2020 N/A 2018-2019 N/A
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Library Science K-12

Curriculum & Instruction	Collection analysis is conducted annually which provides the data necessary to ensure each is updated and representative of the student population and curricula across all subject areas. Curriculum was written during the 2021-2022 school year for both the middle and high school programs in alignment with the state mandates and new standards. Media Specialists provide virtual book rooms. resources, author visits, and lessons which meet the DEI mandates across all subject areas.	
Professional Development	2020-2021 • Social Justice PD for all K-12 Media Specialists	2021-2022 • Career Ed & Library Science- Beyond Diversity: A Framework for Social Justice Grades 6-12 ○ Social Justice Framework ○ K-5 Media Specialists with St. Cloud for training with Mackin

AMISTAD MANDATE 2002, Updated 2021

Every board of education shall include, in the curriculum of all elementary and secondary school students, instruction that infuses into all courses on the United States, the centuries of accomplishments by African Americans in the building and development of America including, but not limited to, the areas of industry, military, government, and the professions; local communities; math, science, medicine, and space; architecture and the arts; social institutions and culture; and other aspects of life in America.

ELA	● Infusion of more texts by African American authors and/or characters such as: ○ <i>Sulwe</i> by Lupita Nyong'o, <i>The Day You Begin</i> by JacQueline Woodson, <i>The Proudest Blue: A Story of Hijab and Family</i> by Ibtihaj Muhammad, <i>Harbor Me</i> by Jaqueline Woodson, <i>Stamped</i> by Jason Reynolds and Dr. Ibram X. Kendi, <i>Dear Justyce</i> by Nic Stone, <i>Boy in the Black Suit</i> by Jason Reynolds, <i>If You Come Softly</i> by Jaqueline Woodson, <i>March: Book 1</i> By John Lewis, Andrew Aydin & Nate Powell, <i>Born a Crime</i> by Trevor Noah, <i>Nickel Boys</i> by Colson Whitehead and <i>Between the World & Me</i> by Ta-Nehisi Coates ● EMS Juneteenth Infusion of literary contributions by African Americans ● Addition of new HS electives: Black Authors & Voices and Young Adult Lit & Graphic Novels (Sept. 2022) ● Teacher Resources provided for Black History Month and Juneteenth
Social Studies	African American History is infused throughout the social studies curriculum in grades K-12 and the social studies curriculum is aligned to the NJ Amistad Curriculum (please see link). Additionally staff members attend the NJ Amistad Summer symposium as well as in district training provided by Dr. Leslie Wilson (Montclair State University) and Dr. Akhil Khalfani (The Africana Institute at Essex County Community College). The Social Studies Department via West Orange Public Schools contracts with Museums in Motion (a museum dedicated to African American History) in which assemblies, performances and presentations have and will continue to occur in both the elementary and secondary levels.
Science	Lessons are crafted to include the stories of African Americans responsible for discoveries, new technology, and inventions. Discussions include why an African American individual did or did not receive credit, how bias and social climate affects the reception of new ideas, and the challenges of affecting change as an African American.
Library Science	The collections at each school are analyzed on an annual basis with a focus on diversity. The collections are updated to ensure the materials are inclusive and support the Amistad Mandate across all curricula. Virtual Book rooms, reading lists, author visits, African American Read-in, research and biography studies, and physical displays highlight heritage months and provide students and staff with resources which support the curricula in all subject areas. EMS Juneteenth

HOLOCAUST & GENOCIDE MANDATE, 1992, 1993 “The law indicates that <i>issues of bias, prejudice and bigotry, including bullying through the teaching of the Holocaust and genocide, shall be included for all from K-12th grade.</i> ”	
ELA	• Infusion of texts about Holocaust and Genocide such as <i>Refugee</i> by Alan Gratz, <i>Daniel’s Story</i> by Carol Matas, <i>Diary of a Young Girl</i> by Anne Frank, <i>Maus</i> by Art Spiegelman • Teacher Resources provided for Holocaust Remembrance Day
Social Studies	In grades K-5 social studies class activities are incorporated which focus on good character, anti-bullying and in the words of the NJ Commission on Holocaust Education, “friendship, respect, and tolerance.” Additionally, the circumstances and events relating to genocide and the Holocaust are taught in the curriculum in grades 8, 9, 11 and 12. On Yom Hashoah (Holocaust Remembrance Day) social studies classes throughout the district infuse materials centered around the Holocaust and guest speakers as well as presentations about the Holocaust occur. Additionally, West Orange Public Schools is a member of Kean University’s Diversity Council and staff attend professional development centering around Holocaust instruction. Examples of Teacher Resources: NJ Commission on Holocaust Education United States Holocaust Museum Echoes & Reflections Holocaust, Genocide, And Human Rights Education Project
Library Science	Both print and digital materials are available for students and staff in every library which supports the Holocaust Mandate. At the elementary level there is a focus on character education, kindness, and compassion. In grades 6-12 Virtual Book rooms, reading lists, author visits, and physical displays highlight Holocaust Remembrance Day and provide students and staff with resources which support the curricula in all subject areas. Materials are available for all staff for professional development about the Holocaust. Virtual Book Room Samples: Elementary Virtual Book Room and Book List WOHS Holocaust Remembrance Day Holocaust - Digital Resource Holocaust Awareness Resources Author Liza Wiemer (Holocaust)

History of Disabled / History of LGBT, 2020

“Shall include instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people, ***in an appropriate place in the curriculum of middle school and high school students*** as part of the district's implementation of the New Jersey Student Learning Standards.”

ELA	• LGBTQ+ Digital Resource Infusion of texts such as <i>57 Bus</i> by Daska Slater, <i>Say You'll Be Mine</i> by Sara Farizan, <i>The Poet X</i> by Elizabeth Acevedo, “Roja” by Anna-Marie McLemore, excerpts from <i>Sister Outsider</i> by Audre Lorde and <i>Giovanni's Room</i> by James Baldwin • Teacher Resources provided for Pride Month
Social Studies	Lessons are incorporated in the social studies curriculum for grades 6-12 which discuss the political, economic and social contributions of persons with disabilities and lesbian, gay, bisexual and transgender people. Examples include the Americans with Disabilities Act, The Reform Movements of the 19th, 20th and 21st centuries, Ancient Rome's and America's programs for veterans with disabilities, the struggle for marriage equality, the Lavender Scare, the Stonewall Riots, Harvey Milk as well as LGBT rights in the broader context of Civil Rights. Examples of Teacher Resources: Garden State Equality LGBTQ Inclusive Lessons and Resources National Park Service: LGBTQ Heritage Education Resource The Smithsonian: An Artifact History of Disability in America The Disability History Museum
Science	Lessons are crafted to include the stories of LGBTQ individuals and people with disabilities responsible for discoveries, new technology, and inventions. Discussions include why an individual did or did not receive credit, how bias affects the reception of new ideas, and the challenges of affecting change as an LGBTQ individual or person with disabilities.
Library Science	Collections are analyzed and updated to include works by diverse authors and materials with diverse characters. The collections are built upon the concept of windows, sliding glass doors, and mirrors. Materials and resources are provided for students and staff across all curricula which are inclusive. Reading lists and digital resources have been developed for K-12 students highlighting LGBTQ authors and characters. LGBTQ+ Digital Resource LGBTQ+ Reading List

AAPI MANDATE, 2022

“Shall include instruction on the history and contributions of Asian Americans and Pacific Islanders *in an appropriate place in the curriculum of students in grades kindergarten through 12* as part of the school district’s implementation of the *New Jersey Student Learning Standards in Social Studies.*”

Social Studies

Current Curricular Examples

- In the elementary level, the social studies curriculum has designated units regarding Cultural Traditions and Celebrating Culture (Kindergarten-Unit 2, Grade 1-Unit 2, Grade 2-Unit 5, Grade 3-Unit 5).
- An example of several diverse texts include *Grandfather’s Journey* by Allen Say, *The Name Jar* by Yangsook Choi, *Chinese New Year* by Judith Jango-Cohen.
- At the elementary level students research immigrant labor conditions and study various topics related to fair labor practices, both in historic and modern times (Grade 4-Unit 6).
- Elementary level students also “meet young immigrants” who recently immigrated to America. Students read the different stories of the children and their families, the immigration experience and the culture the families have (Grade 4, Unit 6).
- Students on the secondary level study Asian immigration patterns to the United States during the 19th and 20th centuries as well as the accomplishments and prejudice Asian Americans experienced (Grade 6-Units 4 and 5, Grade 10 Units 5 and 6, Grade 11 Units 1, 2, 6, 7, 8).
- Additionally Japanese internment camps and the case: *Korematsu v. U.S* are studied (Grade 11 Units 4 and 6).
- Students also participate in a Socratic seminar studying/examining different peoples who lived through American history during the late 18th and 19th centuries (Grade 10 Unit 6, Grade 11 Unit 8).
- The Civil Rights movement is studied and the quest for equal rights among the Asian American and Pacific Islander community is included (Grade 11 Units 6, 7)

Examples of Teacher Resources:

[Asian Pacific American Heritage in the Collections \(Smithsonian\)](#)

[History of Angel Island Immigration Center](#)

[The Asian American Education Project](#)

[The Immigrant History Initiative](#)

Next Steps (2022-2023)

- Continue to enhance the elementary curriculum by including more diverse texts and read alouds relating to Asian Americans and Pacific Islanders. In particular focusing on places within the curriculum outside the units titled Cultural Traditions and Celebrating Culture.
- Grade 4 New Jersey History: Incorporate materials relating to the Asian American and Pacific Islander communities in New Jersey.
- Grades 6 and 10 United States History I: Incorporate additional resources/lessons/class activities involving the Asian American experience during the mid-19th century America.
- Grade 7 American Civics: Incorporate additional case studies in regards to court cases involving the rights

	of Asian Americans and Pacific Islanders. • K-12 Incorporate recommendations and findings from Social Studies Curriculum Review.
ELA	• Infusion of texts by AAPI authors such as: ○ <i>Round is a Mooncake: A Book of Shapes</i> by Roseanne Thong, <i>Front Desk</i> by Kelly Yang, <i>Long Walk to Water</i> by Linda Sue Park, <i>I am Malala</i> by Malala Yousafzai, <i>Life of Pi</i> by Yann Martel, <i>They Called Us Enemy</i> by George Takei, <i>The Joy Luck Club</i> by Amy Tan, <i>Everything I Never Told You</i> by Celeste Ng, <i>Interpreter of Maladies</i> by Jhumpa Lahiri • Teacher Resources provided for AAPI Heritage Month
Library Science	The collections at each school are analyzed on an annual basis with a focus on diversity. The collections are updated to ensure the materials are inclusive and support the AAPI across all subject areas Virtual Book rooms, reading lists, author visits, and physical displays highlight heritage months and provide students and staff with resources which support the curricula in all subject areas. AAPI - Digital Resource & Reading List Author Julie Lee (AAPI) AAPI Presentation Elementary Virtual AAPI Book Room

Gifted and Talented Mandate

On January 13, 2020, Governor Murphy signed the “Strengthening Gifted and Talented Education Act” codifying school district responsibilities in educating gifted and talented students as referenced in N.J.A.C. 6A:8-3.1. The law went into effect for the 2020-2021 school year.

The law states that school districts must establish a process to identify students as gifted and talented using multiple measures. These students require modification to their educational program if they are to achieve in accordance with their capabilities. The New Jersey Department of Education (NJDOE) Office of Standards refers to standards developed by the National Association for Gifted Children (NAGC) to assist school districts in examining the quality of their programs and services for gifted learners in grades Pre-K to 12.

2020-2021	Grades 3-5 Gifted • Students participated in the Global Read Aloud by reading Indian No More by Charlene Willing McManis. • Students learned about life as a Native American in the past and in today's world. • Students created TED Talks on Social Issues using the Global Goals of the United Nations. • Students researched a goal and created a talk around how this goal can be supported. Grades K-5 Enrichment • Provided all enrichment opportunities virtually to any student who was recommended by a teacher or parent.
2021-2022	Grades 2-5 Gifted • Students read A Long Walk to Water by Linda Sue Park and learned about the difficulties of living in South Sudan, Africa. • Students created infographics on the United Nations Sustainable Development Goals that related to the novel. • Students are designing / creating Accessible Playgrounds in our STEM unit. • Students are learning about the needs of handicapped and/or autistic children. • Created a new website for the program to make enrichment resources available to all. Enrichment K-2 • All students in grades K-2 received 8 weeks of whole class enrichment • Created Enrichment Choice Boards for parents and teachers.
2022-2023	Enrichment Choice Boards

Heritage Months/ Remembrances (Hispanic Heritage, Black History, Women's History, AAPI...)	
Social Studies	The Social Studies Committee creates ChoiceBoards with selected lessons for Social Studies teachers to implement for holidays, days of commemoration, days of remembrance and heritage months Examples: Martin Luther King Jr. Day, Asian American and Pacific Islander Heritage Month
Other	ELA 6-12 Instructional Resources for Heritage Months Black History / Hispanic Heritage Month, Instructional activities 2020-2021
Library Science	- Library: Virtual Book Rooms, resource links, and displays are created and posted on each school's Website which align with celebrations and monthly acknowledgements throughout the year. EMS Asian American Pacific Islander Month EMS Juneteenth EMS Pride Month LMS Holocaust Awareness Slide LMS Black History Month LMS PRIDE WOHS Holocaust Remembrance Day Asian Pacific Heritage Month EMS Virtual Book Cafe Elementary Day of Remembrance and Book list Women's History Month Digital Resource Juneteenth Digital Resource & Reading List