



GORHAM SCHOOL DEPARTMENT DIVERSITY, EQUITY & INCLUSION UPDATE ON THE WORK THUS FAR Sept. 2021 - June 2025

I have categorized the work completed thus far into several distinct “boxes” for ease of reading. If there is a report or slide presentation that accompanies specific items mentioned, I have linked them for ease of reference. Please note that this list represents the “bigger stuff” but does not encompass the “day in and day out” work that is ongoing in our schools as we continue to implement new learning for our students.

<u>Professional Development</u>	<u>Setting Structural Foundations For Continued Growth & Development</u>
<ul style="list-style-type: none">• DLT participated in MICC foundational training & IDI survey w/individual debriefs.• K-12 professional staff participated in MICC foundational training & IDI survey with group debriefs.<ul style="list-style-type: none">- IDI Continuum- K-12 IDI Results- K-12 Distribution• K-5 Educational Technicians participated in MICC foundational training. (6-8 support staff will occur later this fall).• MICC facilitated Intercultural Leadership Cohorts for K-5, GMS and GHS to build capacity in each school. Cohorts will continue at GMS and GHS for their 3rd year in 2022-23. K-5 Cohorts will begin their 2nd year in 2022-23.• DLT participated in the “Cultural Competency Institute” an 8 part series offered by MSSA with Lawrence Alexander. (this will be continued this year)• Gorham School Department participated in USM’s “Equity Institute” (Yr. 1) to share ideas and learn from other districts doing this important work.• Staff Book talks conducted across each school on the topic of DEI.• Completed 2nd year of CCI work in 2021-22.• Completed 2nd year of USM’s Equity	<ul style="list-style-type: none">• Superintendent conducted a 3 month long listening tour of staff, students and parents. Presented findings to staff and parents.• 1 goal related to DEI is required in each school’s Comprehensive Education Plan.• DEI leadership teams have been created at each school. (Intercultural Leadership Cohorts - ILCs)<ul style="list-style-type: none">◦ Gorham School Department Building Level DEI Intercultural Leadership Cohorts (ILC) - Links & Resources• GSD Building Level ILC Focus Areas & Activities 2022-23• Strengthened & expanded Civil Rights Teams so that there is now one at each school.• Created an Anti-Racism Policy• Begun policy review, with more to do...so far we have reviewed:<ul style="list-style-type: none">- Nondiscrimination Equal Opportunity & Affirmative Action Policy- Student Discrimination, Harassment, and Sexual Harassment Policy- Harassment & Sexual

Work Accomplished Thus Far w/MORE TO GO!

<p>Institute work in 2021-22.</p> <ul style="list-style-type: none"> • All new staff participated in MICC foundational training, as part of our annual onboarding process. • Staff participated in THREE asynchronous learning modules through MICC training. <ul style="list-style-type: none"> ◦ Affirming@School: All Genders, All Sexualities ◦ Collectivism and Individualism: A Key to Understanding and Navigating Cultural Differences in the Classroom and Beyond ◦ Exploring the Cultures of Poverty and Socio-Economic Class • DLT participated in Diversity Hiring Training with Lawrence Alexander. • 6-12 students and staff participated in Microaggressions Training with Lawrence Alexander. • GHS Civil Rights Teams developed video series that was shared with students/staff across the school: <ul style="list-style-type: none"> ◦ R-word Video (first) ◦ F-slur Video (last in series) • DLT participated in Inclusivity Training <ul style="list-style-type: none"> ◦ Windmills Training for GSD DLT - Winter/Spring 2023 • All schools have an active DEI Goal with proposed actions, timelines and accountability provisions written into their individual Comprehensive School Plans. • Asynchronous Training modules developed and shared with all K-12 staff. • Development of Diversity Graduate Certificate program with USM starting Fall, 2023. NEW USM Certificate of Graduate Studies - Culturally Responsive Practices - FOR GORHAM STAFF - Spring 2023 • GFS Staff Presentation with Lawrence Alexander: Great Fall 2023: The Inclusive Community 	<p>Harassment of School Employees.</p> <ul style="list-style-type: none"> - Instructional and Library Materials Selection Policy (IJJ, IJJ-R, IJJ-RR) - Classroom Discussion of Controversial Issues - Accommodation of Sincere Beliefs - Workplace Bullying Policy <ul style="list-style-type: none"> • Continued meetings of the Anti-Racism & Equity Committee. • Completed Equity Hiring Practices Audit with Report to the Gorham School Committee & Template plan of action. <ul style="list-style-type: none"> - Full Report - Slide Presentation to SC • Development of "Statement of Commitment to Diversity Hiring Practices" • Development of Diversity Hiring Toolkit Working Draft • Expanded postings for positions to include: Frontline, Serving Schools, School Spring, Indeed & sending directly to eastern seaboard Historically Black Colleges and Universities list. • Conducted DEI Thought Exchange, Sept. 2022. Shared Results Publicly via Listening Tour and Oct. 19 Blog Post. • Completed Parent Listening Tour, November, 2022. Shared findings in Blog Post Dec. 2, 2022. • Holiday Memo From Superintendent Perry, December 2022. • SC Resolution in support of LGBTQ+ Students and Staff, Jan. 2023 • All schools have an active DEI Goal with proposed actions, timelines and accountability provisions written into their individual Comprehensive School Plans. <ul style="list-style-type: none"> ◦ Great Falls CSP 22-23 • Diversity Hiring Toolkit • Equity Toolkit Drafted by Anti-Racism & Equity Committee • Anti-Racism Definition created by Anti-Racism & Equity Committee • Policy revisions begun to move from Anti-Racism Policy to creation of an Equity policy under which Anti-Racism will fall along with others such as: Gender/Gender Identity, LGBTQ+, Religion, National origin, etc.
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<u>Curriculum & Community Engagement</u>	<u>Data Review</u>
<ul style="list-style-type: none"> • Developed Curriculum Audit Tool for consistent use K-12 across all content areas. • Implemented Phase I of Curriculum audit tool. Report shared with T&L Committee, DLT and School Committee later in 2021-22. • Created Plan for “Phase II” of the work focused on Social Studies K-12. • Consultant worked with the GHS ELA department for two years to overhaul and update their curriculum and text usage. • Hired Lawrence Alexander as consultant for Phase II curriculum work to assist in process and ongoing training for teachers on how to strengthen curriculum materials. • GSD Staff members will participate in an introductory training session with Lawrence Alexander, in August 2022, entitled, <i>How to create a framework for Cultural Considerations across all content areas</i> to support district DEI Curricular Work. • Continued Phase II work. This will be ongoing. Review Phase II work summary report for 2021-22 School Year. • Thought Exchange Fall, 2022. (See Oct. 14 blog post for summary) • Superintendent Perry Parent Listening Tour (See Dec. 2 Blog post for summary) • Anti-Racism & Equity Committee “Eat and Learn” Event (March 28, 2023) and again in April 2024. • Thought Exchange Survey Conducted Fall 2023 • ILC’s established at each school. (Will include students in 2024-2025 to increase student voice). 	<ul style="list-style-type: none"> • Reviewed District Wide attendance data. • Reviewed district wide behavior data. • Reported findings to District Data Retreat which included teacher leaders and principals from across all five schools. • Assistant Principals completed a year long district wide achievement data review through the lens of equity in 2022-2023 and again in 2023-2024. • Review & Present DRAFT 21-22 Gorham Equity Analysis (AP Group) to Data Retreat. June, 2023. • AP group data review 2024 • Conducted K-8 Student focus group interviews (Spring 2024). • Student Voices survey created Nov, 2024 and will be conducted every other year in grades 5-12. • In between student voices survey we have created a focus group process for student voice to help us dig in more to results and better understand what we can do to actually make a difference for student experiences. These focus groups are entirely student driven and will continue to meet during in between years of survey grades 5-12. • Completed Equity Toolkit

This year’s focus (2025-26) will be on:

- Increase student voice
- Creating regular community learning events