



REAL COALITION

RACE, EQUITY, ACCESS, LEADERSHIP



THE REAL COALITION PROVIDES LEADERSHIP AND GUIDANCE ON ELIMINATING BARRIERS TO RACIAL EQUITY AND SUPPORTING THE ADVANCEMENT OF ALL LEARNERS IN THE NEEDHAM PUBLIC SCHOOLS.

WE ARE COMMITTED TO ENGAGING STAFF, STUDENTS, FAMILIES, AND COMMUNITY MEMBERS IN CONVERSATIONS AND ACTIONS THAT PROMOTE EQUITABLE PRACTICES FOR ALL IN OUR COMMUNITY.



**STUDENTS TELLING THEIR STORY TO ALL STAFF
at Back To School Meeting in August 2019**

DR. BEVERLY DANIEL TATUM
**AUTHOR, *“Why Are All The Black Kids
Sitting Together in the Cafeteria”***

**KEYNOTE SPEAKER,
DISTRICT’S
ALL STAFF DAY OF LEARNING**



The Roadmap to Becoming a Culturally Responsive Educator:

*Know Yourself
Know Your Students
Know Your Practice*

The Roadmap To Becoming A Culturally Responsive Teacher is ...

- A framework that all educators in the NPS use to embed equity into our daily practice.
- A living document that is used by every NPS employee.
- A list of CRT competencies.
- A set of reflective questions that promote personal growth.
- A collection of tools and resources ready for immediate use.

3 TIPS TO MAKE ANY LESSON MORE CULTURALLY RESPONSIVE

Culturally responsive teaching is less about using racial pride as a motivator and more about mimicking students' cultural learning styles and tools.



1. Gamify it.

Most games employ a lot of the cultural tools you'd find in oral traditions - repetition, solving a puzzle, making connections between things that don't seem to be related.

2. Make it social.

Organizing learning so that students rely on each other will build on diverse students' communal orientation.



3. Storify it.

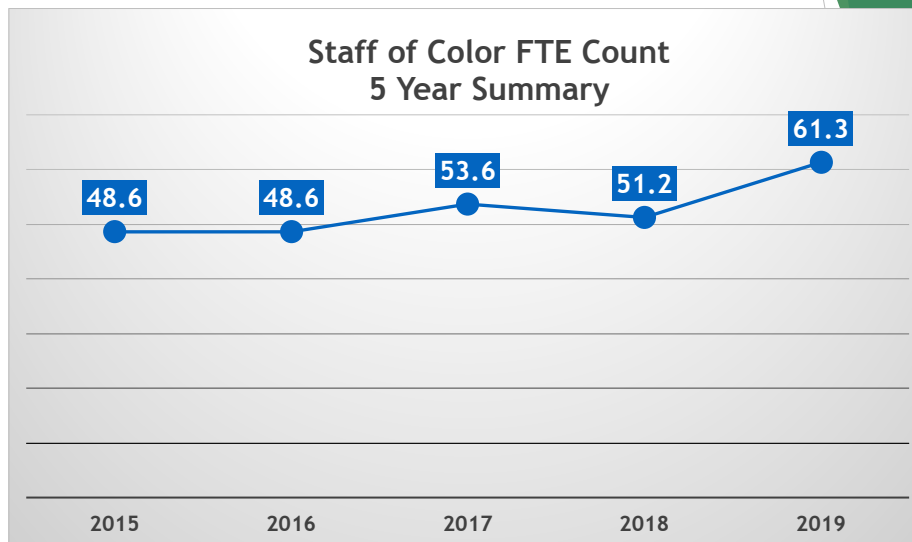
Diverse students (and all students) learn content more effectively if they can create a coherent narrative about the topic or process presented.

"Culturally responsive teaching is about helping culturally and linguistically diverse students who have been marginalized in schools build their skill and capacity to do rigorous work. The focus isn't on motivation but on improving their brainpower and information processing skills."

- Zaretta Hammond in Education Week Teacher



NEW STAFF ORIENTATION



**WELCOME
POSTERS**
at our schools

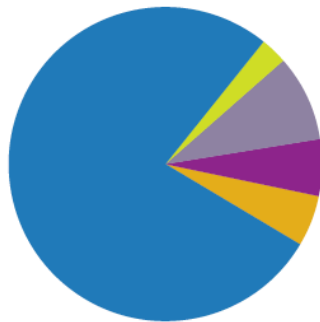


FIRST DAY FOR STUDENTS AT THEIR NEW SCHOOL



**BOSTON RESIDENT STUDENTS
in our Kindergarten & First Grade Orientation Program**

STUDENT POPULATION BY RACE



White Students	4,422	(77.3%)
Black Students	167	(2.9%)
Asian Students	503	(8.8%)
Hispanic Students	332	(5.8%)
Other/Multi-Racial Students	296	(5.2%)

FY19 data



SAFE - STUDENTS ADVOCATING FOR EQUITY



LAUNCHING SCHOLARS PROGRAM AT POLLARD



NEEDHAM'S TENACITY CHALLENGE TEAM



GIRLS VOLLEYBALL TEAM AT NEEDHAM HIGH

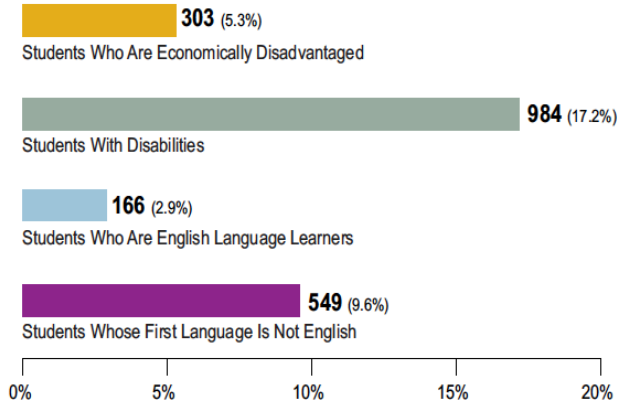


RECESS AT SUNITA WILLIAMS SCHOOL



HIGH SCHOOL LIBRARY VOLUNTEERS

STUDENT POPULATION RECEIVING SPECIAL SERVICES



FY19 data



NEEDHAM'S UNIFIED BASKETBALL TEAM competes in Special Olympics



**STUDENTS WHO ARE ENGLISH LANGUAGE LEARNERS
present their stories to the School Committee**

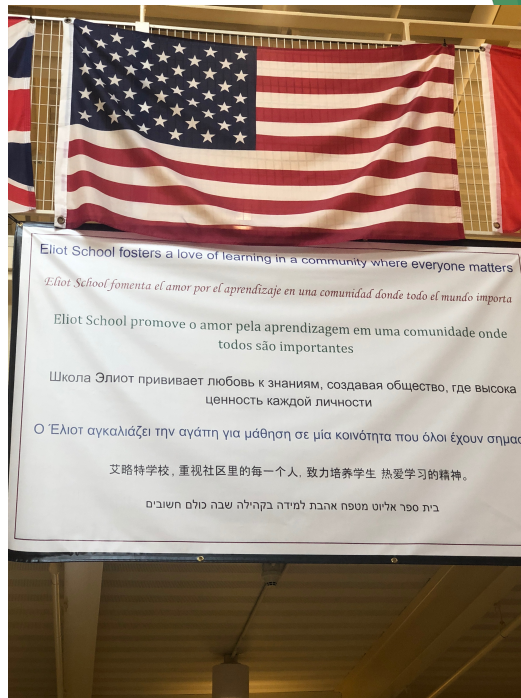


**District Registrar's Office & Our Schools
WELCOME FAMILIES IN THEIR HOME LANGUAGES**

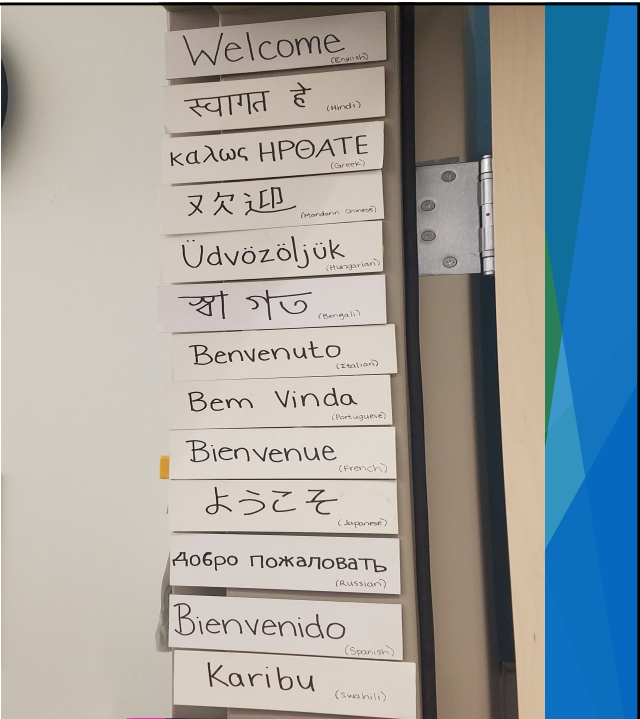


**FLAGS FROM HOME COUNTRIES OF OUR STUDENTS
at Eliot and Broadmeadow Schools**

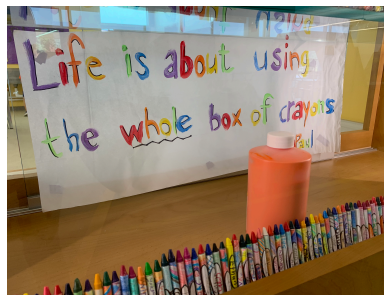
**“ELIOT SCHOOL
FOSTERS
A LOVE OF LEARNING
IN A COMMUNITY
WHERE EVERYONE MATTERS”
in 7 languages**



Welcome sign in
HINDI
GREEK
MANDARIN CHINESE
HUNGARIAN
BENGLI
ITALIAN
PORTUGUESE
FRENCH
JAPANESE
RUSSIAN
SPANISH
SWAHILI
at
Sunita L. Williams School



CELEBRATING DIVERSITY



DIVERSE RESOURCES



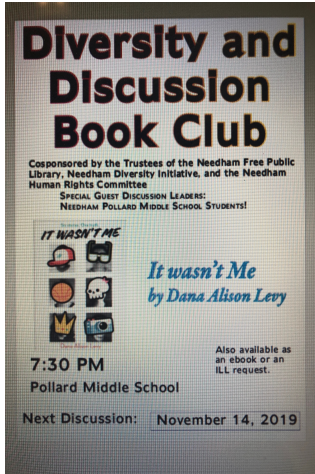
MUSICAL PERFORMANCE BY THE SONS OF SERENDIP



RECOGNIZING STUDENTS WHO REPRESENT THE DISTRICT'S CORE VALUES:

- Scholarship
- Citizenship
- Community
- Personal Growth

STUDENT VOICE



POLLARD STUDENTS AS DISCUSSION LEADERS



"COURAGEOUS CONVERSATIONS" AT THE HIGH SCHOOL

ONE DAY PROGRAM complementing all school read of *The Hate You Give*

"Speak"

"What's the point of having a voice if you're gonna be silent in those moments you shouldn't be?" -Starr Carter

The Hate U Give
©2017

The act of supporting someone can be powerful. We become stronger as a community when we find the courage to create an environment that lifts up individuals who don't feel they have the power to be themselves, to point to injustice, and to speak up.

We are stronger together.

2018-2019

STUDENT VOICE



Middle & High School Student Representatives on District's PORTRAIT COMMITTEE



PORTRAIT OF A NEEDHAM GRADUATE: 5-year Strategic Plan Shared Vision of the Future for **ALL** Students

Needham Public Schools | Scholarship - Citizenship - Community - Personal Growth

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Equity

REAL Coalition

- Equity Updates to School Committee
- Policies and Practices in Support of Equity
- Curriculum & Instruction in Support of Equity
- Professional Learning in Support of Equity
- Hiring & Employment Practices in Support of Equity
- Culture & Climate in Support of Equity
- Communications & Community Engagement
- What It Means to be a METCO District
- School Highlights: Equity Work Across the District
- Equity Audit Report - March 2018
- Equity Audit Initial Findings - Dec 2017

Equity

Needham Public Schools / Equity

The district's working definition of equity, proposed by our Superintendent as a starting point for our work, is the basis for the development of curriculum and assessments, the design of learning activities, the purchase of books and materials, hiring staff, the facilitation of meetings, and just generally going about the business of school. Equity is in the forefront, and staff take action based on its intent and meaning as we continue to make progress toward this district priority. (See Superintendent's Blog [Back to School: It's All About Equity](#) and for the student perspective on equity, see [Needham School Spotlight video featuring leaders of Students Advocating for Equity \(SAFE\)](#))

REAL COALITION members:

- Mary Lamm, Assistant Superintendent for Student Support Services (781-455-0400 x11213, mary_lamm@needham.k12.ma.us)
- Alex McNeil, Assistant Superintendent for Human Resources
- Keith Ford, High School Assistant Principal
- Tamatha Ribbo, Pollard Principal
- Greg Base, Mitchell Principal
- Steve Flasko, High School History & Social Sciences Department Chair
- Andrea Vargas, Newman Assistant Principal
- Jamie Singlais, ELL Coordinator
- George Ginecorito, Hillside Teacher
- Joanne Allen Willoughby, METCO Director
- Leslie Smart, Middle School METCO Coordinator
- Tom Denton, Guidance Director
- Diane Simmons, Director, Strategic Planning and Community Engagement

Equity: Fair and just access, inclusion, and participation; the practice of nurturing a learning environment in which all children are empowered to grow, create, and achieve; freedom from bias and discrimination; an understanding that each child possesses personal gifts and attributes and brings those to the classroom which strengthen learning for all; a process by which we promote justice, engender respect, and inspire hope.

There is no place for bigotry, racism, homophobia, or hate in the classrooms of the Needham Public Schools. All students and staff, regardless of race, color, sex, homeless status, gender identity, religion, national origin, sexual orientation, ability, socioeconomic status, or immigration status, have dignity and are valued and contributing members of our learning community.

**PLEASE VISIT
website
dedicated to
Equity work
in the Needham
Public Schools**

www.needham.k12.ma.us/equity