



SY' 2018 Update

A very **comprehensive job description.**

The **overarching goal** is help PSB **become more equitable**

Hired
Senior
Director


Entry
Interviews
learn /
establish
relationships

Dr. Kalise Wornum



- ✓ 19 Years of experience in public education
- ✓ Collaborative leader able to create infrastructures and build community
- ✓ Train & support educators at all levels on **cultural proficiency** and build strategies that improve practice

My
Philosophy



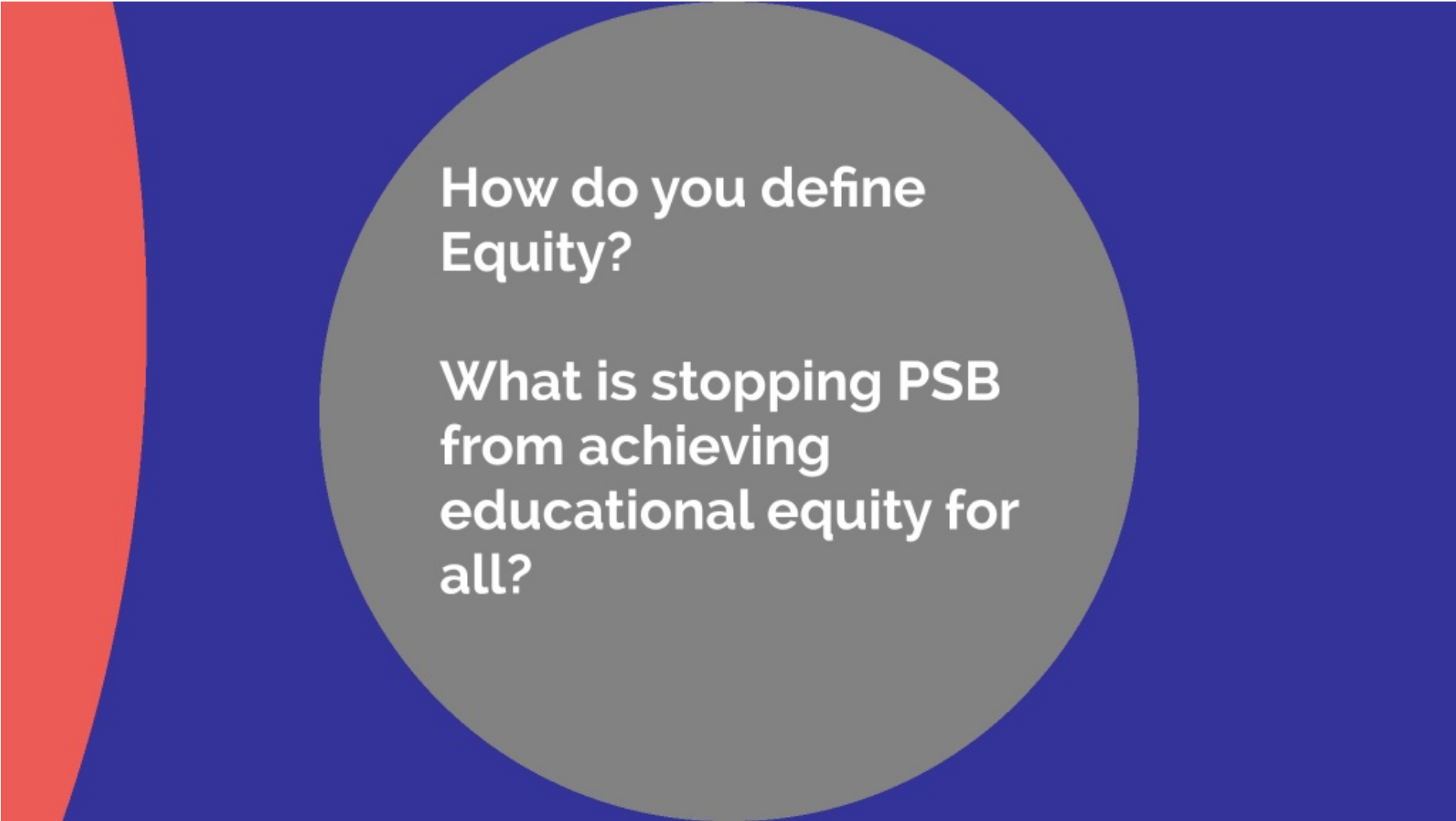
It is my mission as a leader to help educators recognize where bias and learning intersect and to eradicate all forms of bias and racism from the classroom.

It is my life's work to relentlessly pursue this goal and in so doing the beauty and magic of teaching and learning will be experienced by both teacher and student.

Entry Interviews

- All PSB leaders
- Community Organizations
- Onto a deeper layer of district staff

Same 8 questions to all:



**How do you define
Equity?**

**What is stopping PSB
from achieving
educational equity for
all?**



Designed and Facilitated Cultural Proficiency Course for PSB Leaders

Indicators of a Culturally Proficient Leader	
Self Reflect: <ul style="list-style-type: none">• What are my cultural values?• How do my values shape the way in which I teach, evaluate and understand others?	Study Your Students / Staff: <ul style="list-style-type: none">• Spends time learning who they are• How does their cultural values shape their learning?• Show that you value their culture• Create entry points for their culture
Maintaining the Essential Elements <ul style="list-style-type: none">• Name the difference• Claim the difference• Reframe the difference• Train about the difference• Adapt for the difference	
Ability and Willingness to have the difficult conversation: <ul style="list-style-type: none">• Ask curious questions• Felt, Found, Feel• Believe their reality	Articulate Vision <ul style="list-style-type: none">• Articulate a culturally proficient vision for the school/district• Establish standards for holding teachers & staff accountable for the vision

All PSB Leaders have completed 18 hours

Currently designing options for School based Admin

Workshop for Faculties on Difficult Conversations

Educator School Based Diversity Committees

PSB Leadership

All Senior Leaders

All Principals

Senior Directors

Next Round of CP Training

- Vice Principals
- Curriculum Coordinators
- **3 Cohorts: Max of 23 Participants in each cohort**
- **Dates: May & June**
 - **Cohort A: 23 Participants**
 - **Cohort B: 22 Participants**
 - **Cohort C: 21 Participants**

Workshops

- Workshop on Difficult Conversations for all of *Extended Day program staff* April 3rd
- Scheduled to train **BHS Special Education Staff** on CP 101 on 4/30

School Based Diversity Work

- **PEAT: Pierce teachers**
 - Monthly workshops, Discussions and Strategies Building Sessions
- **DICE: Diversity Inclusion Community Equity Lawrence School Parents and teachers**
 - Community Development: Quilt project
- **One Heath: Heath Parents and Teachers**
Discussions for larger community discussions
- **CCS, Equity Team: Coolidge Corner School, trained naming committee on Difficult Conversations**



DIVERSIFYING PSB STAFF

Working in conjunction with
The Office of Human Resources



HIRING

+

RECRUITMENT

+

RETENTION+

PSB Attended Various Job Fairs

Massachusetts Partnerships in Diversity and Education, MPDE Conference Feb. 13th

Sat. March 16th, Diversity Job Fair, MPDE

GBHR network Job Fair, March, 23rd

All principal positions were posted with the Minority Recruitment Network, MRN



% of Staff of Color

-- Brookline has the highest percentage of educators of color of any of our comparable districts

-- Percentage of New Hires who are People of Color continues to increase (SY '18-'19)

- **18%** of New Unit A are staff of color
- **39%** Paraprofessionals are staff of color
- **Overall 20%** are staff of color

4 of the **6** Direct Reports to the Superintendent are Women of Color

SY 2018-19, **50% of K-8** school principals are people of color

Developing Pipeline for Paraprofessionals of color

Surveyed All PSB paraprofessionals of color

- **79%** of respondents are interested in career advancement
- **52%** have college degrees
- **26%** have graduate degree
- **74%** need financial support to obtain their license or degree
- **88%** have not taken the MTEL



3 Drop in sessions across the district

Staff Affinity Gatherings

A&AAPI 1st gathering in March currently planning
2nd gathering

Latinx 1st gathering on 5/22/19

Black Affinity gathering invitations out this week



Develop Working Relationships

1

Brookline Racial Justice Equity,
BRJE (6 wks)

2

Town Office of Diversity and
Inclusion

3


Parent Workshops

Work
-shops

4

Parent Advisory Committee, PAC

PAC



Our charge is to support school leaders in their efforts to create and promote equitable practices, build inclusive school communities, and work toward closing opportunity gaps and achieving equitable outcomes for all students.

- Over 90 applications 30 parents were selected to serve on the committee
- 1st Meeting will be held at Town Hall on May 1st.

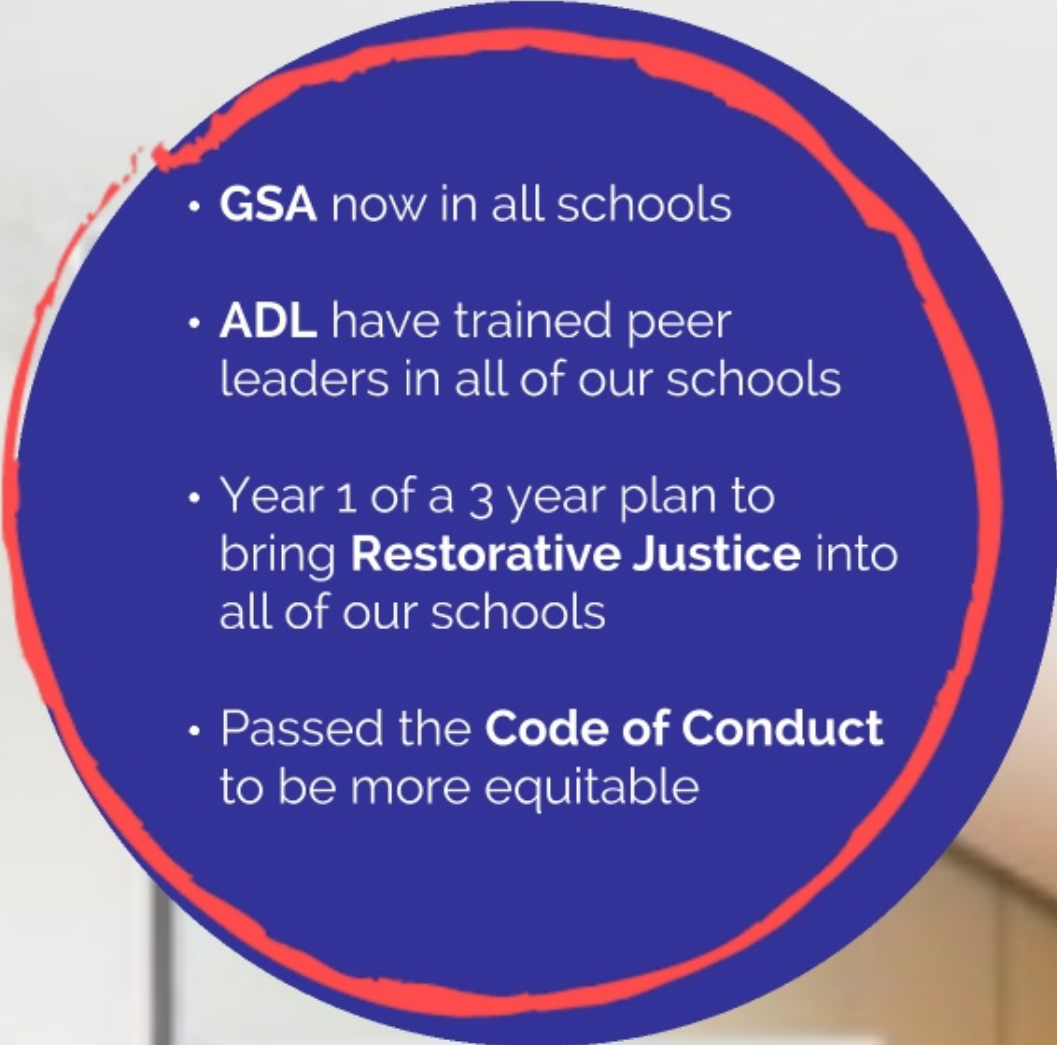
**Parent Workshop On
Various Topics Dealing
with Diversity and Equity**

Heath: A Monthly Series Sponsored
by *One Heath*

Driscoll: Raising race conscious
children Sponsored by the *PTO*

Pierce: How to talk to kids about
Racism *Sponsored by P-PEAT*



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- **GSA** now in all schools
 - **ADL** have trained peer leaders in all of our schools
 - Year 1 of a 3 year plan to bring **Restorative Justice** into all of our schools
 - Passed the **Code of Conduct** to be more equitable

