



Quincy Public Schools

Equity, Diversity, and Inclusion
Wednesday, December 1, 2021



Review of recent incidents

- Quincy High School Student created a song naming students from North Quincy High school and using racist and sexualized language (November 5, 2021)
- Physical altercation between two students at the end of the day that was initiated as a result of video created by one of the students that contained racist hate speech (November 9, 2021)
- Point Webster Middle School student was recorded by another student while he was speaking to that student on his computer. The video captured the student using racist words to describe two other female students (November 12, 2021)
- Students walked out of class and outside the building starting at Quincy High School and later joined by students from North Quincy High School, in protest of recent events and systemic racism, hate speech and injustice (November 12, 2021)

Quincy Public Schools Response

- Letters to the community informing them of the incidents
- Disciplinary action imposed
- Multiple meetings with staff
- In person and remote parent forums
- Student forums at Quincy High and North Quincy High
- Community circles within the classrooms
- Student and staff DEI meetings
- Meeting with the Citywide DEI school representatives
- Consulted with the Department of Education
- Additional School Committee meeting

Feedback from stakeholders

Revising and updating the student handbook

- Including incorporation of restorative justice procedures and policy for resolving incidents
- More transparency and clearer consequences for incidents involving discrimination
- A system for reporting micro aggressions and bias incidents
- Meditation and reflection opportunities

Curriculum Revisions

- Continue to update book selections to incorporate books by diverse authors
- Updates to history curriculum, culinary (more diverse representation in dishes served)
- Adding classes such as advisory classes for social emotional learning and DEI, culture classes

Education and professional development for staff

- Culturally responsive teaching
- Continue training on restorative practices

Feedback from stakeholders

Increased student involvement

- Student mentoring program
- Peer mediation
- Training students in restorative practices
- Student run assemblies

Communication

- Access to translators for PTO meetings
- Translation of letter and other documents

Celebration of our diverse cultures

- Cultural representation in things like spirit week
- Celebrations infused throughout the year not just in designated months
- Culturally inclusive food options at lunches
- More visual representation throughout the schools

Feedback from stakeholders

Employment

- Diversification of staff
- Hire a DEI Coordinator
- Hire School Adjustment Counselors

Visions Inc. ~ Report Recommendations

1. Hiring for diversity at all levels throughout the district.
2. Diversity, Equity and Inclusion training for all employees.
3. Support and sustainability for the District DEI Subcommittee.
4. Curriculum examination and change to course offerings and curriculum resources.
5. Increasing community activities related to diversity, equity and inclusion.
6. Encourage and support parent/guardian groups, forums and community resources.
7. Effective communication, including increased translation and access to information.
8. Support for district and school leadership in the form of coaching.
9. Training and skill building for students; opportunities to learn and lead.
10. Re-examine policies and practices with a multicultural lens and enhance inclusiveness.
11. Engage and collaborate with students on relevant issues and changes sought.
12. Evaluate and monitor progress in addressing core issues.

Short Term Goals

- Form an equity work group comprised of students, staff, administrators and parents
 - Create a Vision and action steps for the district to be shared with all stakeholders
 - Update the student handbook
 - Review/update process for reporting micro-aggressions, and bias incidents
- Restorative practices training for students
- Continue to address EDI topics through community circles within the classrooms
- Continue to collaborate with Citywide EDI PTO representatives
- Student DEI groups at both high schools
- Improved communication between student groups and administration
- Translation services provided for PTO meetings
- Peer mediation program
- Expanded celebrations of diverse cultures
- EDI calendar of cultural events and celebrations
- Use ESSER funds to hire a district wide EDI Coordinator
- Use ESSER funds to hire school adjustment counselors at both high schools

Long Term Goals

Curriculum Revisions

- Meet with department heads and curriculum team representatives to continue work reviewing and updating book selections
- Work with principals and department heads to explore additional course offerings and curriculum changes

Leadership Coaching

Multi-year relationship with an outside organization with expertise in providing a culturally responsive, inclusive and equitable climate

Diversification of staff

- Continue to review hiring practices and work with organizations such as MPDE to recruit diverse staff

Timeline

Diversity, Equity Inclusion/Restorative Practices 2021-2022

Time Frame	Staff Responsible	Team(s) or Individual(s) Involved & Sponsor	Topic	Location	Completed
July/August 2021	Superintendent, Assistant Superintendent, & SLT	District Planning	Leadership PD, Student Support Staff and Teacher Professional Development Restorative Practices PD, Trainer of Trainers (140 staff members trained)	Virtual	X
September 7, 15 & 22	Principals & Restorative Practices/PBIS Team	Site Teams to Provide PD to Staff During Principals Meeting.	Principal's PD: Implementing Community Circles for the purposes of Community Building, and Setting Classroom Norms.	Site Staff Meetings at Respective Sites	X
September 28, 2021	South West Middle School Administration	Racist graffiti was found on school premises at South West Middle School.	Letter sent to the community by South West Middle School and Communication to South West Parents. Community meetings with students, administration and Student Support Staff.	Communication to South West Parents. Community Meetings with students, administration and student Support Staff.	X
September 28, 2021	Central Middle School Administration	Anti-semitic graffiti was found on school premises at Central Middle School	Letter sent to the community by Central Middle School Administration. Assemblies held with students, administration and student support staff	Communication to Central Parents. Community Meetings with students, administration and student Support Staff.	X
October 12, 2021	SLT and Central Middle School and South West Middle School	Student Support Team and Trained RJ Staff	Community Circles to discuss Talking About Race and Inside and Outside Hurts. Site teams to facilitate Circles.	South West Middle School & Central Middle School	X
October 20, 2021	Superintendent's Leadership Team	SLT, Principals, Student Support & Trained Restorative Practice Staff	School Committee Presentation to EDI Subcommittee: Presentation on Staff Diversification Efforts & Current Staffing Statistics, PD Presentation to Staff & planned PD, Using Community Circles when Something Goes Wrong, Adopting Classroom Norms including DEI & VISIONS Guidelines.	Coddington Building	X

Additional Resources to consider

BlackPrint Proposal: To assist the district with technical and adaptive concerns regarding Cultural Responsiveness, Equity and racial climate.

- Community Town Hall Meetings with students and families.
- Analysis, synthesis and development of short- and long term goals of the District
- Coaching for Culturally Responsive School Leadership Teams
- Professional Learning Cycles for Teachers and Students

AdaptiveX Proposal

- Vision Setting Workshop with District/School Leadership
- Culturally Responsive Teaching and Learning Workshops: Action Roll Out Plan
- Site-based Coaching on Promising Practices
- Racial Equity Leadership Program

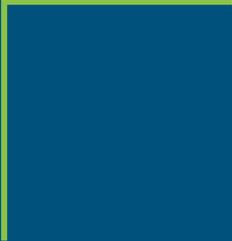
Additional Resources to consider

Overcoming Racism

- Consulting support for organizations committed to moving anti-racism theory to practice
- Coaching for district leadership
- Intensive workshops to move teams forward from theory into practice

All Aces, Inc.

- Provide on-site guest speaking, coaching and consulting
- Strategic workshops for the district and our stakeholders to develop and implement equitable community engagement strategies



Thank you

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