

# Milton Town School District

Ongoing Efforts Towards Belonging, Equity, Diversity, Inclusion,  
Agency, and Access

# Introductions

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- Lynne Manley- Director of Curriculum and Instruction
- Mike Abbott - MHS Director of Student Engagement
- Allie Vega- MHS Librarian, Equity Coach and Rowland Fellow
- Wilmer Chavarria- Director of Equity and Education Support Systems

# Start of Work at MTSD

## Catalysts for improvement:

- Passion around data
- Passion for equity

## First steps:

### MHS

- 2003-2004 9th and 10th grade homogeneous grouping
- Clinic—>Intervention
- Grading policy
- AP Classes opened to all, encouraged for all
- Teacher Advisory
- 2017 Courageous Conversations Conference

## District:

District-wide use of disaggregated data

- Cultural Proficiency and Equity Embedded into District Continuous Improvement Plan
  - School Work Plans aligned with CIP
  - All Schools Required to align with District CIP in CP work
  - District Courageous Conversations training for all teachers and support staff who have contact with students.
- Equity Framework Chosen for all Curriculum Work
- Elevation of Director of Data and Assessment
- Hiring of Director of Equity and Education Support Systems

# Milton High School

- Focus on Racial Equity
  - 5 years of dedicated PD: 1 to 2 times a month on anti racism
  - Rowland Fellowship: How to bring antiracism work to predominantly White schools?
  - Majority of faculty participated in Beyond Diversity Training
  - Send a team of teachers to national Courageous Conversations Summit annually
- Created an Equity Coach position to support building level needs
- Student Voice:
  - Up for Learning Equity work
  - TA Anti Racism Curriculum Group
- Affinity Spaces
  - Teachers and faculty of color
  - ARC (antiracism center)

## Revision and Update of Current Policies, Including a **Deeper Look into Critical Policy**

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- Examples:
  - Curriculum, Instruction, and Assessment
  - Personnel Recruitment, Selection, and Appointment
  - Equity
  - Board-Superintendent Relationship
  - Search And Seizure of Students By School Personnel

## Creation, Dissemination, and Application of **Robust Procedure for Critical Policy**

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- Transgender and Gender Non-conforming Students
- Challenges to Curricular Materials
- Selection, Deselection, and challenges to Library Materials
- Censorship of Messages, Displays, Materials (outside the scope of libraries and curriculum)
- School-sponsored Athletics and Clubs
- Educational Support Teams

## Leadership Education and Calibration on Official

# Positions and Rationale for Controversial Matters

- Principal Development
- Board Development
- District Leadership Development
- Inter-office MTSS incorporation (inc. RP, EST, UDL, SIOP, etc.)
- Sustainability and Need-based Intervention: Advising and Direction for Existing Initiatives
- Partnerships with town authorities and local leaders
- Partnerships and calibration with neighboring districts

## Exhaustive 3-year Process for Drafting and Adoption of an **Equity Policy**

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- Multiple Stakeholder Committees in initial Stages (2020)
- Drafting and dissemination of draft, 16 pages, 25-page FAQ (2021)
- Board Policy Committee Creation and in-depth work (2022)
- Public Forums (2022-2023) with final step projected for March 2023



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**Thank you.**