CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

NEW BRITAIN BOARD OF EDUCATION

POLICY COMMITTEE MEETING

JUNE 21, 2021 – 6:00 PM | NEW BRITAIN HIGH SCHOOL

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

NOTICE OF MEETING

TO: New Britain Board of Education Members
Mayor Erin Stewart
Mr. Mark H. Bernacki, Town and City Clerk
New Britain Common Council Members

DATE: June 18, 2021

RE: New Britain Board of Education Committee Meetings

The following Board of Education committee meetings will be held:

- **The New Britain Board of Education Policy Committee** will hold a regular meeting on Monday, June 21, 2021 at 6:00 PM at the New Britain High School Lecture Hall, located at 110 Mill Street in New Britain, Connecticut.
- **The New Britain Board of Education Curriculum Committee** will hold a regular meeting on Monday, June 21, 2021 at 6:15 PM at the New Britain High School Lecture Hall, located at 110 Mill Street in New Britain, Connecticut.

Members of the public may attend meetings in person or view a live broadcast of the proceedings online via the livestream link:
https://www.csdnb.org/board/

All-America City

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education | Policy Committee Regular Meeting

June 21, 2021 – 6:00 PM | New Britain High School

Members of the public may attend meeting in person or view a live broadcast of the proceedings online via the livestream link:
https://www.csdnb.org/board/

1. Call to Order and Opening

A. Meeting Called to Order

2. Old Business

A. Review School Uniform/Attire Survey Feedback
Submitted by Mr. Matthew Cannata | Page 5

3. New Business

A. Review and Approve Minutes from Policy Committee Meeting on May 17, 2021
Submitted by Ms. Kristin Salerni | Page 16

B. Discuss Potential Policy Regarding Racism and Racial Equity
Submitted by Mr. Mark Spalding | Page 18

C. Information Sharing
No documents available in packet

4. Closing

A. Other Business as Permitted by Law
B. Adjournment

New Britain Board of Education
Merrill Gay – President | Nicholas Mercier – Vice President | Violet Jiménez Sims – Secretary
Monica Dawkins | Anthony Kane | Joseph Listro | Annie S. Parker | Diana Reyes | Gayle Sanders-Connolly| Tina Santana

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

OLD BUSINESS

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

Grade Levels

- PK >> 4 responses
- KG >> 24 responses
- 01 >> 19 responses
- 02 >> 18 responses
- 03 >> 24 responses
- 04 >> 20 responses
- 05 >> 25 responses
- 06 >> 13 responses
- 07 >> 17 responses
- 08 >> 14 responses
- 09 >> 14 responses
- 10 >> 4 responses
- 11 >> 2 responses
- 12 >> 3 responses

What do you like about our current uniform policy?

- It keeps children more focused on school
- Remote learner
- I preferred uniforms
- I would like no uniform
- Gotta go!!!
- Easy and affordable
- I didn't like it. But I was fine with it.
- I find it easier not to have a uniform policy. Dress code yes but not a uniform.
- I like there is no policy right now
- I prefer to have children pick what they want to wear to be allowed to express their own style within reason.
- That you have the ability to wear your own choice of clothing.
- I like that uniforms were optional and not required.
- Flexible, kids can put on anything and go as far as leggings or jeans.
- The option to uniform or not
- None
- During pandemic, there was flexibility, especially if families were unable to afford uniforms, as many went through hardship
- I find it easier not to have a uniform policy. Dress code yes but not a uniform.
- Nothing
- Flexibility didn't require me to purchase clothing that he won’t use outside of school.
- It allows all kids to comfortable due to they’re all wearing the same exact thing
- Everyone is the same and not too much money spent

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- We like no uniforms but are ok with uniforms if need be. It should be one or the others though.
- the cost incurred to buy specific uniforms
- No competition for children to have “the best” and name brand items. No body shaming when kids can’t fit into clothes for their age group and have to wear more mature clothing. (Exp: a young girl having to wear women’s size clothing because she’s bigger etc). There is no shaming children whose parents may not believe in wearing “labels” or simply cannot afford it. Kids are very judgemental and harsh lately and are a cause for bullying. And in this current economy, everyone is struggling with finances and it’s going to be a while to bounce back as a whole and uniforms are a pretty inexpensive alternative.
- Easy
- Not much other than it's neat.
- Yes
- Everything
- Can wear what she feels. Versatile and Diverse.
- There isn’t one . I think the kids should wear what they want .
- There isn’t one . I think the kids should wear what they want .
- Uniformity. No competition over clothes
- I like having uniform policy
- The ease of not having to plan an outfit EVERY day
- Uniforms are best
- I don’t like the uniforms
- He didn’t have one
- All students look the same.
- Having all the students wearing general uniform colors reduces the chance of bullying
- I rather have the kids uniform all the time
- That there isn't one
- Nothing
- I keep mine in full uniform
- I think it does not give kids their own identity
- The lack of uniform this year. The other uniform was good for elementary but by middle I think wearing own style is fine
- She can switch up and wear a dress skirt or pants
- That my kids can dress casual and they feel comfortable that way.
- I like that they have a choice to wear them if they want to but it’s not mandatory.
- I would rather have the kids wear uniforms, it makes getting ready for school faster in the morning. Having a choice to wear uniforms or not doesn't work in my case because my kids would feel uncomfortable if

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

most kids had regular clothes and they didn't. So I had to go out and buy clothes when they returned to school because they had mostly uniforms.

- I agree with the uniform policy
- I like it
- At the moment kids don’t have to wear uniforms and I like that, giving kids more options on what they can wear.
- I don’t have to think about what clothes my kids will wear to school.
- The flexibility, comfort and versatility.
- None
- Nothing
- I would prefer children wearing their uniforms.
- I would prefer children wearing their uniforms.
- Yes uniform
- There is no uniform for high school
- Great idea
- Freedom for my daughter to wear her regular clothes
- I like the idea of uniform policy, so kids will feel more confident about uniforms
- Easy to get the clothes ready in the morning or night before.
- I would like for them to continue having the kids wear uniforms. I think it’s a good idea to have everyone dressed the same so that no one feels insecure about not having the latest fashion trends.
- I liked that I didn't have to spend too much money on clothing besides shoes. The pandemic although it has slowed continues to be somewhat of a burden financial wise.
- It's great efficient and time saver and proper
- Nothing!!! I have to spend more money getting new casual clothing for school, versus a Full Regular Uniform!
- Easier for dressing
- The best part is that parents do not have to stress over getting new uniforms if they can’t afford them. The kids also get a chance to express their own style if they so choose. Not to mention, the kids never really had the same colors when they wore “uniforms” so they weren’t really uniforms.
- Let’s kids express themselves with there clothing
- We should go back to uniforms
- The flexibility of dressing
- Easy to get kids ready cheaper to buy
- Makes it easier for kids to wear appropriate clothing to school
- Would like no uniform

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- No uniform
- Don't like
- Think children should be able to dress in their own clothing
- The children get to wear whatever they like. Example superhero clothing, different colors!!
- I agree with the uniform policy
- The current non-uniform policy allows kids to express themselves. As long as the kids keep their clothing respectful, I see no problem with keeping things as they are now regarding the non-uniform.
- I like it.
- No uniform
- Flexible so e
- Ok.
- I don’t know
- Neutral
- Everyone blends in.
- Its ok for me
- Ok
- We should go back to uniforms
- Nothing
- I don’t like uniforms -Restrictions not giving families and students choice - uniforms by definition speaks to forced compliance similar to prison state. Young children should not have to dress like everyone in school for 8 plus years in New Britain when kids in other communities don’t. Let families have choices the same as affluent communities. Let kids have a choice on what to wear. Also, with Covid washing clothes daily is hard on uniform wear and tear. If you don’t have five sets of uniforms you are washing clothes 2-3 times a week. More if you have 3 kids. And will need to buy more when they wear out. Kids used to rotate clothes through the week but now kids wear them once.
- It was ok
- I don’t like the uniform
- I like that they are able to wear what they want
- Nothing
- Everything
- i like uniforms
- I.like.uniform
- Todo
- Everything
- The flexibility

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- I rather have the kids uniform all the time
- I like that the parents have the flexibility of having their children come in uniform or regular clothes according to their necessities.
- I think it is good.
- I like uniforms but I feel like the younger kids in Kindergarten and maybe even 1st grade should have a choice since they do a lot of play. Middle school should def. Keep uniforms
- No need to buy uniform and I don't forget to wash it
- no uniform is good
- Not figuring out clothes each day
- We don't have to worry about picking out outfits for school
- I think kids should wear uniforms
- Love it they prefer to dress themselves and it’s nice to see a sense of style that they look towards
- I think it should be up to the parent ..Uniforms are not easy to find always ..esp if kids grow during the year
- I like that I have the option to have my child either wear a uniform or not.
- There was no policy
- The flexibility that can used uniform or not

How can our current uniform policy be improved?

- Keep it the same
- Remote learner
- Go back to uniform
- No uniform
- It makes no sense since some parents struggle for informs and outside clothing
- Keep the policy
- Bring uniforms back
- Do away with uniforms and let kids wear what they have instead of making parents buy uniforms
- Let students wear what they are comfortable in
- Allow students to not have to wear uniforms.
- Maintain optional uniform policy.
- Great as is
- I appreciate uniforms, takes the stress out of trying to purchase more clothes throughout the year. I believe the policy is great!
- No uniform

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- Please do not make uniforms a requirement again.
- Doesn't need to.
- Be a little lenient like one day a week can be whatever you want to wear day but decent of course
- More choice on colors. More of an allowance on non hooded sweaters/sweatshirts to go over during layering season
- Provide parents with uniform vouchers if they meet a specific income
- Dress down Fridays
- No uniforms required, parents/students can choose to wear one if they'd like to.
- It's fine the way it is
- I don't mind uniform policy or regular clothing.
- Let kids wear what they want .
- Let kids wear what they want .
- Policy is good
- Keep uniforms throughout the year
- Allowing more colors or patterns or patterns comes to non uniform things. Why does the gym clothes have to be boring colors? Purple sweatpants aren't going to distract anyone. And maybe weekly days where uniform isn't needed.
- No improvement needed
- By letting kids have a personal choice in what they want to wear !
- Don't know what the policy is now
- Girls should be able to wear khaki bottoms as an option because white shows dirt easily.
- By eliminating it and the added cost to already struggling families!
- Remove uniforms!!! So that parents don't have to spend more money on uniforms as well as clothing for their everyday/weekends. Some parents can barely afford regular clothing let alone uniforms as well!!
- Allow options, full info on shorts
- Kids are able to wear what they want as long as it is appropriate.
- No improvement we like how it is
- Leave it just as it is.
- I would say to just leave it as it is, if the parents want to put a uniform on the children fine, if they don't want them to wear a uniform it should be up to the parent.
- Uniforms only
- Add another color shirt
- I think they should give parents the option of sending their kids to school with uniforms or not.
- N/A
- We should continue to allow our children to wear regular clothing (no uniforms).

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- None
- Don't have them
- Schools should have the option to select their own colors and have dress down every Friday with a $1 donation.
- Schools should have the option to select their own colors and have dress down every Friday with a $1 donation.
- Everyone wear uniforms
- Nothing needed
- Enforce it more!
- N/a
- It’s fine just as the policy is
- "Add different color polo shirts other than white and blue. I see so many polo shirts not sold in stores that it would be nice if my child could wear them in addition to the uniform. My child is growing so fast and later in the year to find the two colors in her size is hard. (plus the other color polo shirts are on SALE later in the year you can restock new sizes and colors) I try to buy bigger sizes to prevent the out of stock of white and blue shirts in stores. It doesn't always work out even online orders...you'll find out of stock.
- Thank you for your time and I hope the school implants different color polo shirts.
- The universal uniform works well.
- I think that parents should have the option as long as the children are dressed appropriately.
- Sticking to darker colors is best
- Back to full regular uniform!
- Allowing tank tops for summer months as schools do not have AC and the polls can be warm.
- I think the school district should provide the uniforms. If they choose not to, the students should not be held responsible for wearing a uniform.
- I like it just the way it is
- Buena
- Elementary & Middle Schools should be uniforms, which makes it easier for me as a parent. HS No uniform
- Been more flexible
- I think it’s fine
- More options for alternate colors/ styles approved.
- Uniform to be optional
- No uniform
- I wish we could go back to uniforms.

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- Keep is basic black slacks and 2 color shirts to choose from and also can be any type of just plain shirt w no logo
- Leave as is!
- No uniforms, no gang related clothing, no huge holes or excessive rips or tears & no short shorts allowed for girls or boys.
- N/A.
- No uniform
- If they're going to use the uniform policy. 2021-2022 maybe have proper dress down day
- I don’t know
- Nothing
- No changes
- Be on it
- Elementary & Middle Schools should be uniforms, which makes it easier for me as a parent. HS No uniform
- Just let them wear reg clothes
- Get rid of rigid compliance on uniforms. Focus on lgbtq, unbiased and student friendly terms in the dress code. See above.
- Allow kids to wear sweatpants and white or navy pocket tees for the winter season. Khakis aren’t very warm in the winter season. Also let parents decide if their kids should wear uniforms. Uniforms are an extra cost to parents. Because regardless you need to buy everyday clothes for your child and then uniform on top of it is and extra unnecessary cost.
- No improvement
- nothing much
- I think.they.should.have.a.different.color.every friday.
- Nada
- No improvement
- Not sure
- Not applicable.
- Nothing. I think having uniforms are better!
- it's ok
- nothing
- Make it optional or have only certain days for it
- Allow hoodies and things to wear over the uniform
- Everyone should wear uniforms
- Not sure we like the way it is

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- I like the current policy of having a choice
- I prefer a uniform

How can our current uniform policy be improved?

- Continue no uniform
- Eliminate them as it was done for high school kids.
- Some kids judge other kids for what they are wearing, some kids like to show off and some parents can not afford expensive clothes or even shoes. Uniforms help kids to feel more comfortable with the rest.
- I hated my kids having to wear uniforms throughout school. There was a time that even affording them was very hard
- Uniforms are very expensive...especially for children who are constantly growing. Having to buy new uniforms every month or two is ridiculous
- I feel uniforms should be optional
- I agree with uniforms. Easier on some of the parents whom are less fortunate. Uniforms are a bit pricey but help school shopping be much easier
- Kids enjoy picking out their clothes and are comfortable during the school day.
- There should be more consistency/repercussions for those who chose what part of the uniform policy to adhere to. Kids coming to school In jeans and saying “well their dark blue” isn’t acceptable. They get spoken to and do it again the next day. There needs to be more reason why they need to follow the rules. If 10 children aren’t wearing uniform pants and shirts and trying to skirt the rules they should be given detention or some type of escalating punishment. Parents are just as responsible for the children adhering to the policy. If parents were being inconvenienced by having to get their child or bring proper clothes I’m sure there would be a lot more adherence.
- Uniforms are not comfortable for all students. Children should have freedom to express their own style as long as it is appropriate.
- I hope a decision is made soon. So that I can prepare for the upcoming school year ahead of time. Uniforms are easy , everyone is essentially wearing the same clothing. I can get a set amount of shirts and bottoms and be all set. Maybe a dress down day could be once a month or something.
- I wish that you can let the kids have the choice to wear what they want for school it’s so expensive buying uniforms and regular clothes all the time
- No uniforms!
- My kids were much happier wearing different clothes every day instead of the same boring uniforms.
- Giving the fact that I have more then one student I prefer no uniform as it gets very expensive to buy uniform and regular clothes for my children

Uniform Survey Feedback

Sent to families who chose the option of a modified (hybrid) uniform policy

- Uniforms look good and the students look good wearing them. Also cuts costs which is so important
- We are moving!
- It would be good to have uniforms for all schools and grades in New Britain. It would eliminate a lot of stereotyping and bullying and maybe a lot of sexism
- New Britain high school should have uniforms we send our kids to learn! Not to have a fashion show. Some kids can't afford name brand shoes and or clothing...
- I vote to keep uniforms.
- I really prefer the regular uniform and it’s easy for my budget.
- Please do not require uniforms for the upcoming school year (2021-2022)
- Thank you
- Please do not require uniforms for the upcoming school year (2021-2022)
- I’m sure
- I'm pretty neutral with uniforms or no uniforms
- Would be good if students have 1 day "no uniform" day. For example, on Fridays
- No sandals
- Just let them wear reg clothes so we the parents don’t have to buy new uniforms every year and waste money
- To some cultures freedom of choice in dress can enhance cultural identity in appropriate ways that meet dress codes. Freedom of choice matters. Uniforms are restrictive emotionally and socially for kids.
- I would live it how it is not all parents can afford uniforms
- Uniforms are saving money for parents. It's an extra cost.
- I personally prefer having uniforms in school because it makes it easier on parents' pockets. Also, by having all students dressed in the same uniform there are no distractions.
- I would like to know sooner rather than later if we are going back to uniforms so that I can be able to buy uniforms when they are on sale and stock up for the school year.

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

NEW BUSINESS

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN

New Britain Board of Education Policy Committee Meeting

May 17, 2021 – 6:00 PM l New Britain High School

Call to Order and Opening

Dr. Violet Jiménez Sims called the meeting to order at 6:06 PM.

Board Members Present

Mr. Anthony Kane*, Mr. Joseph Listro*, Ms. Diana Reyes*, Ms. Tina Santana#, Dr. Violet Jiménez Sims*

**Committee member*
 # Participated remotely

CSDNB Staff Present

Mr. Matthew Cannata, Ms. Maryellen Manning, Mr. Damon Pearce, Ms. Kristin Salerni, Dr. Nicole Sanders, Ms. Nancy Sarra, Mr. Mark Spalding

Old Business

Review and/or Re-affirm Policies

- 6162.30 – City-Wide Group Testing Program (Approved March 1, 1993)
- 5141.24 – AIDS/ARC (Approved May 3, 1993)

Mr. Kane motioned to postpone review/re-affirmation of Policy 6162.30 – City-Wide Group Testing Program and Policy 5141.24 – AIDS/ARC until a future Policy Committee Meeting, seconded by Ms. Reyes. Motion carried unanimously.

New Business

Review and Approve Minutes from the Policy Committee Meeting on April 19, 2021

There were no recommended changes to the minutes from the Policy Committee Meeting on April 19, 2021.

Mr. Kane motioned to approve the minutes from the Policy Committee Meeting on April 19, 2021 as submitted, seconded by Ms. Reyes. Motion carried unanimously.

School Uniform/Attire Survey Update

Mr. Matthew Cannata, Manager of Safety and Communications, shared results from the recent school uniform/attire survey with committee members. Dr. Jiménez Sims requested that survey results be further broken down by demographic information (ethnicity, gender, grade level) and shared with the full board at the next regular Board of Education Meeting in June.

New Britain Board of Education
Merrill Gay – President | Nicholas Mercier – Vice President | Violet Jiménez Sims – Secretary
Monica Dawkins | Anthony Kane | Joseph Listro | Annie S. Parker | Diana Reyes | Gayle Sanders-Connolly| Tina Santana

Information Sharing: CABE Policy Highlights – May 14, 2021

CABE Policy Highlights from May 14, 2021 were shared with committee members.

Closing and Adjournment

Mr. Kane motioned to adjourn at 6:17 PM, seconded by Ms. Reyes. Motion carried unanimously.

Purpose

New Haven Public Schools (NHPS) students deserve respectful learning environments in which their racial and ethnic diversity is valued and contributes to successful academic outcomes. Through addressing racial equity, we affect the larger idea of diversity (Singleton).

This policy confronts the institutional racism that results in predictably lower academic achievement for students of color than for their white peers. Continuously working to eliminate our district's institutional racism will increase achievement, including on-time graduation, for all students, while narrowing the gaps between the highest- and lowest-performing students.

NHPS acknowledges that complex societal and historical factors contribute to the inequity within our school district. Nonetheless, rather than perpetuating the resulting disparities, NHPS must address and overcome this inequity, institutional racism and bias, providing all students with the support and opportunity to succeed.

Definitions

For the purposes of this policy the following terms shall have these meanings:

A. "Educational equity" means (1) raising the achievement of ALL students, (2) narrowing the gaps between the lowest and highest performing students, and (3) eliminating the racial or cultural predictability and disproportionality of which student groups occupy the highest and lowest achievement categories (e.g. academic achievement, discipline, graduation rates). (Singleton)

B. "Institutional racism" refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates that their white counterparts, in the criminal justice system, and within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color (Aspen Institute).

C. "District staff" includes all employees, consultants, contractors, and vendors of New Haven Public Schools.

D. "District partners" includes students, their families, and community partners of New Haven Public Schools.

E. "Diversity" includes characteristics of persons including, but not limited to race, culture, color, Creed or religion, national origin, gender, mental and physical ability, age, marital status, family structure, citizenship status, sexual orientation, sexual expression or identity, economic status, veteran's status, and any other protected class in conformance with federal, state, and local laws.

F. "District Equity Leadership Team" or DELT is a panel committee of district members and partners who are tasked with developing a Race and Equity Policy for New Haven Public School District and ensuring its implementation and progress monitoring.

G. "District Equity Leadership Team Advisory Group" or DELT-Advisory is composed of members from various stakeholder groups in New Haven Public School District (e.g. Board of Education,

Central Office, Administrators, Teachers, Staff, Students, Parents, Community, Clergy) and is tasked with reviewing the policies and actions of the DELT prior to and during implementation, in order to provide feedback to the DELT.

General Statement of Policy

1. ELIMINATE SYSTEMIC DISPARITIES

To interrupt systems and behaviors that perpetuate inequities, NHPS will:

A. Invite and include people from all races and ethnicities to examine issues and find adaptive solutions, which address the root causes and systems, rather than technical solutions, which provide one-time, situational fixes;

B. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the presence and role of racism; and

C. Eliminate practices resulting in predictable differences in success (e.g. academic, discipline, attendance, standardized test scores, college enrollment) for any student racial group compared to peers.

2. ENSURE SYSTEMIC EQUITY

NHPS will implement and lead from a system-wide racial equity plan that stands on four critical pillars: Students at the Center; Culturally Relevant Leading, Teaching & Learning; Equitable Alignment of Resources, Systems & Structures; and Family & Community Engagement.

A. **Students at the Center** – We will align all district priorities and resources to achieve equitable outcomes for all students by:

   1. Intentionally seeking and including students' multiple racial perspectives in the development and implementation of culturally appropriate and relevant curriculum, instruction, and assessment; and
   2. Ensuring a positive and academically rigorous school environment that engages all students.

B. **Culturally Relevant Leading, Teaching & Learning** – We will ensure that racial equity guides all employee actions and leads to improved academic results for a racially and ethnically diverse and changing student population by:

   1. Attracting, recruiting, employing, supporting, retaining, promoting, and continuously developing a workforce of racially conscious and culturally proficient administrative, instructional and support personnel;
   2. Collaborating as teachers and administrators to ensure culturally proficient instructional practices, and culturally relevant curriculum and assessments;
   3. Eliminating practices that lead to the over- or under-representation of any student racial group (e.g. Advanced Placement courses); and

C. **Equitable Alignment of Resources, Systems & Structures** – We will ensure that racial equity guides the alignment and allocation of resources, systems, and structures across

the district by:

1. Modeling racial equity in business practices;
2. Replacing inequitable operational practices with systems that support implementation of this policy; and
3. Focusing accountability systems and metrics on racially equitable results.

D. **Family & Community Engagement** – We will develop and implement equitable practices for and with our students, their families, and our community by:

1. Engaging family and community members with staff and students, district-wide and at school and program sites, in the development and implementation of culturally appropriate and effective partnerships between home and school; and
2. Inviting and including community members to bring multiple cultural perspectives to examining and solving issues that arise.

3. IMPLEMENTATION AND MONITORING

The Board directs the Superintendent and the District Equity Leadership Team to develop and implement a system-wide racial equity plan with clear accountability and metrics, which will result in measurable academic improvements for NHPS students. The Superintendent shall regularly report progress on the plan and outcomes.

LEGAL REFERENCES

U.S. Const. amend XIV, § 1 (Equal Protection) 20 U.S.C. § 1703 (Equal Educational Opportunity) 42 U.S.C. § 2000c et seq. (Desegregation) 42 U.S.C. § 2000d et seq. (Title VI of the Civil Rights Act of 1964) 42 U.S.C. § 2000e-2 (Title VII of the Civil Rights Act of 1964) 25 U.S.C. § 452 et seq. (Johnson-O'Malley Act)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.
10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A. 11-55 to include "gender identity or expression")
10-153 Discrimination on account of marital status.
17a-101 Protection of children from abuse.
Connecticut State Board of Education "Position Statement on Culturally Responsive Education," adopted May 4, 2011
Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq. 29 CFR 604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq. 34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (as) 62. Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)
Gebbser v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 U.S.C. S4212
Title II of the Genetic Information Nondiscrimination Act of 2008
The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
Public Law 111-256
Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)
Federal Express Corporation v. Hollowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)
Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)
Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Sources

Singleton, Glenn. *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools*. 2nd Ed., Corwin, 2014.
Saint Paul Public Schools. Racial Equity Policy (101.00). Saint Paul, MN. 2008.
CABE Policy Services. Equity and Diversity Policy Sample (0523). Wethersfield, CT. 2015.