



Prioritizing Equity in Middletown

Board Updates

December 2, 2020



Equity in Middletown - Superintendent's Updates...

WHERE WE HAVE BEEN: (late August - November)

- Professional learning experiences
 - Connections before Content - Designated block for social-emotional learning (SEL)
 - Cultural Responsive Framework
 - Actively educate professionals on bias
- Initiate District-wide equity audit

WHERE WE ARE: Kickoff for Hiring Redesign Focus (December)

Based on BOE goals, district priorities, and community feedback we want to highlight the strengths and cultural knowledge applicants have as we actively work to recruit, hire, and retain highly-qualified teachers of color.

- Team represents admins, educators, community members, and higher ed;
- Analyze implicit bias impacting recruiting, hiring, and retention in district
- Create robust system to review process and test new tools

WHERE WE ARE HEADED (December-January)

- December 21- Self-Reflection and Introspection (identifying bias)
- January 5- Stakeholder Landscape Analysis (how could bias impact the team)

