DEPARTMENT OF EQUITY, CURRICULUM & INSTRUCTION: STUDENT EQUITY ADVOCATE REVISED PRESENTATION

Montclair Board of Education
Dr. Kendra V. Johnson, Superintendent
Mr. Joseph Graham, Student Equity Advocate
December 17, 2018
The presentation goals are to:

**Part I:**
- Outline salient equity endeavors that have occurred within Montclair Public Schools.
- Explain the work of the Student Equity Advocate.
  - Job functions and responsibilities*
  - Operational Processes
  - Notification Timelines

**Part II:**
- Describe clarifications from the November 7, 2018 presentation.
  - Clarification of categories*/cases versus student incidents, district data and school-level data.

**Part III:**
- Outline ongoing and upcoming equity initiatives.

*Hard copies of artifacts are attached to the presentation.*
Our journey to this moment in our district’s history*:

- **Innovative Programming**
  - 9th Grade Academy
  - Renaissance Middle School

- **Algebra for All** (in all middle schools)

- **Equity Positions:**
  - School-based Parent Liaisons (under Title I)
  - Supervisor of Title I (under Title I)
  - Assistant Superintendent for Equity, Curriculum and Instruction
  - Restorative Justice Teacher on Assignment
  - Student Equity Advocate

- **Equity Professional Development**
  - Undoing Racism (1000+ staff trained)
  - New Jersey Consortia for Excellence Through Equity (NJCEE) – Montclair Team (Central Office, administrators and teachers)
  - Minority Student Achievement Network
  - Restorative Justice (2 cohorts and still training)
  - Job-embedded trainings (race relations, implicit bias, culturally responsive instruction, LGBTQIA+ and others)

*Not meant to be an all-inclusive list.*
Student Equity Advocate Job Description

Duties and Responsibilities (summary of salient duties and responsibilities):

- Collects student data
- Assists students and parents/guardians resolve issues/concerns
- Communicates with students, families and schools
- Assists with evaluating student progress
- Identifies additional “gap closing” services and programming
- Conducts ongoing community conversations
- Supports staff professional development
- Participates in stakeholder conferences
Processes

- How does the Student Equity Advocate receive student/parent concerns?
- How does the Student Equity Advocate communicate concerns to the administration?
- What role does the Student Equity Advocate play in the investigation process?
- What process does the Student Equity Advocate use to document and record data for each school?
- What internal controls will be used to promote internal accountability?
- What is the plan to report information to the Montclair Board of Education and the Montclair community?
PART II: CLARIFICATION FROM THE NOVEMBER 7, 2018 PRESENTATION

- Academic/Systematic Sabotage
  ▪ Timeline: within 48 hours
- Child Neglect/Abuse
  ▪ Timeline: within 24 hours
- School Support - Matriculation/Graduation (High School only)
  ▪ Timeline: within 72 hours
- School/Community Resources
  ▪ Timeline: within 48 hours
- Teacher Harassment/Intimidation
  ▪ Timeline: within 24 hours
- Sexual Harassment
  ▪ Timeline: within 24 hours
- HIB Denials
  ▪ Timeline: within 24 hours
- Religious Discrimination
  ▪ Timeline: within 24 hours
- Student Crisis
  ▪ Timeline: within 24 hours
- Racial Discrimination
  ▪ Timeline: within 24 hours
Clarification of:

- The 10 categories* used to sort cases and incidents.
  - A theme analysis approach was used to create the 10 categories.

<table>
<thead>
<tr>
<th>Academic/Systematic Sabotage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Neglect/Abuse</td>
</tr>
<tr>
<td>Student Support - Matriculation/Graduation (High School Only)</td>
</tr>
<tr>
<td>School/Community Resources</td>
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<tr>
<td>Teacher Harassment/Intimidation</td>
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<tr>
<td>Sexual Harassment</td>
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<tr>
<td>Harassment, Intimidation and Bullying (HIB) Denials</td>
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<tr>
<td>Religious Discrimination</td>
</tr>
<tr>
<td>Student Crisis</td>
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<tr>
<td>Racial Discrimination</td>
</tr>
</tbody>
</table>

- What constitutes a case, and what constitutes an incident?
  - A case represents one student.
  - An incident represents one specific allegation.
    - For example, some students could have several incidents.

- Subsequent reports will have District data only.

*Hard copies of artifacts are attached to the presentation.*
## PART II: CLARIFICATION FROM THE NOVEMBER 7, 2018 SEA PRESENTATION (NUMBER OF INCIDENTS)

<table>
<thead>
<tr>
<th>Name of School</th>
<th>November 7, 2018</th>
<th>December 17, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bradford School</td>
<td>1</td>
<td>1 (1)</td>
</tr>
<tr>
<td>Buzz Aldrin Middle School</td>
<td>13</td>
<td>8 (3)</td>
</tr>
<tr>
<td>Charles H. Bullock School</td>
<td>0</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Edgemont School</td>
<td>4</td>
<td>5 (4)</td>
</tr>
<tr>
<td>Hillside School</td>
<td>5</td>
<td>5 (3)</td>
</tr>
<tr>
<td>Glenfield Middle School</td>
<td>5</td>
<td>2 (2)</td>
</tr>
<tr>
<td>Montclair High School</td>
<td>107</td>
<td>111 (82)</td>
</tr>
<tr>
<td>Nishuane School</td>
<td>4</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Northeast School</td>
<td>1</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Renaissance Middle School</td>
<td>9</td>
<td>7 (6)</td>
</tr>
<tr>
<td>Watchung School</td>
<td>1</td>
<td>1 (1)</td>
</tr>
<tr>
<td>District Data</td>
<td>150</td>
<td>139 (107)</td>
</tr>
</tbody>
</table>

Note: Number of cases is in parenthesis.
PART III: ONGOING EQUITY INITIATIVES*

- Early Intervention Report - Under development (January 1, 2019)
- School Action Team partnerships (SATp)
- Anti-Racism Policy/Regulation
- Ongoing Professional Development
- Enhanced Communications – Access to Information
- Decreasing Grade Repetition
- Increasing Students of Color Graduation Outcomes
- Leveraging Partnerships
- Supporting Administrators, and
- School Outreach to Families

*All equity initiatives are not solely under the purview of the Student Equity Advocate.
QUESTIONS AND/OR COMMENTS