



PUBLIC SCHOOLS

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To: Milton School Committee
From: Mary C. Gormley, Superintendent of Schools
Date: October 7, 2008
Topic: 2008-09 Milton Public Schools Diversity Report

One of the **Core Values** of the Milton Public School system is to have “Respect for Human Differences.” The Milton School Committee’s **Diversity Policy** implores us to “celebrate diversity within our schools and our community.” The following report details what the Milton Public Schools have accomplished since October 2007 in an effort to achieve these goals.

Milton Public Schools Hiring Efforts

The Milton Public School system is committed to diversity in its hiring practices. The Milton Public School system is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, religion, ancestry, age, gender, sexual orientation, disability or marital status. In accordance with School Committee policy the Milton Public Schools make every effort to hire full-time and part-time staff and teachers who reflect, understand, and are sensitive to this diversity within our schools.

In its efforts to hire a highly qualified and diverse staff the Milton Public Schools make great efforts in its recruitment process. The Milton Public Schools system advertises in a variety of print publications and employment websites that include various racially diverse publications. Administrators also attend various job fairs and diversity fairs in an effort to seek out and attract potential candidates to the Milton Public Schools.

An effort has also been made to reach out to community members in our hiring practices. The Town of Milton is dynamic community made up a talented and diverse population. An emphasis has been placed on recruiting and interviewing candidates who are Milton residents in order to have the staff better reflect the community as a whole.

The Milton Public School system has been successful in continuing to diversify its staff. In 2006-07 the staff of the Milton Public School system was 7% non-white. In 2007-08 this percentage grew to 8% and for 2008-09 the Milton Public School system has reached 9%. This increase is a direct result of the commitment to diversity at all levels of the school community.

Embracing Diversity in Our School Community

The Milton Public School system is a dynamic community that challenges all students to thrive and achieve. The school community embraces its rich diversity and looks to strengthen the relationships within the schools.

The Superintendent of Schools and the Assistant Superintendent for Curriculum and Personnel meet monthly with the **Citizens for A Diverse Milton's** Leadership Team. These meetings provide a forum to discuss issues involving diversity in the Milton Public Schools, hiring efforts, and issues around raising the achievement of all students attending the Milton Public Schools. Building on their efforts from 2007-08 the group will continue to focus on developing an atmosphere to strengthen the relationship between a child's family and a child's school. They will continue to communicate that this relationship is an important component of increasing student achievement.

Diversity in the Schools

The Milton Public School system is proud of the commitment to embracing differences shown by each of its six schools. All of the schools have established a Diversity Committee that is comprised of administrators, teachers and parents. The charge for these Diversity Committees is to enhance the knowledge and understanding of the cultural differences and similarities among the families in our schools. Listed below is a sample of some additional initiatives that take place in our schools that further demonstrate their commitment to diversity:

- Sakae Higashi High School of Japan Visits Milton High School
- System-wide Cultural Event - "Haiti & the Caribbean" at Pierce Middle School
- Diversity Nights featuring food and/or entertainment at all schools
- Family Book Nights at Tucker Elementary School
- Character Assembly Program at Cunningham School
- Milton High School's and Pierce Middle School's participation in Mass Insight's Pre AP and AP Grant designed to increase in the number of students of color enrolled in AP courses
- Diverse offerings of Professional Development opportunities for staff
- Expansion of Math Clubs at Glover School to include students in subgroups

MCAS/AYP Data

The Massachusetts Department of Elementary and Secondary Education recently released the latest round of MCAS results. Both the District and the Individual schools strive to achieve target levels of Adequate Yearly Progress (AYP) at both the aggregate and sub group levels. At Milton High School, all subgroups are achieving AYP. However, there are subgroups in each of Milton's elementary schools and Pierce Middle School that are not achieving AYP. The Leadership Team is focused on developing an action plan to address the situation during this school year. Currently the data is being analyzed and communicated to teachers and parents and short and long term academic plans are being developed.

Enrollment Data

An enrollment analysis between the October 1, 2007 enrollment data and October 1, 2008 enrollment data to show the following:

- District Student Race/Ethnicity: no change
 - White/ Non-White Student percentages 2007 = 70% / 30%
 - White/ Non-White Student percentages 2008 = 70% / 30%
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- Grade 1 Total Race/Ethnicity: percentage of White students increased by 5%
 - White/ Non-White Student percentages 2007 = 70% / 30%
 - White/ Non-White Student percentages 2008 = 75% / 25%
 - Grade 1 French Immersion Race/Ethnicity: no change
 - White/ Non-White Student percentages 2007 = 86% / 14%
 - White/ Non-White Student percentages 2008 = 86% / 14%
 - Grade 1 English Race/Ethnicity: percentage of white students increased 4%
 - White/ Non-White Student percentages 2007 = 59% / 41%
 - White/ Non-White Student percentages 2008 = 63% / 37%
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- Grade 1 Total Gender: percentage of female increased 1%
 - Male/Female student percentage 2007 = 50% / 50%
 - Male/Female student percentage 2008 = 49% / 51%
 - Grade 1 French Immersion Gender: percentage of male increased 2%
 - Male/Female student percentage 2007 = 42% / 58%
 - Male/Female student percentage 2008 = 44% / 56%
 - Grade 1 English Gender: percentage of female increased 1%
 - Male/Female student percentage 2007 = 56% / 44%
 - Male/Female student percentage 2008 = 55% / 45%