

**Milton Public Schools  
School-based Diversity Committees  
to Promote Educational Success for All**

In keeping with the Milton Public Schools Diversity Policy, and building on significant work to promote an environment of inclusion, equity and opportunity for all students by the Administration, the School Committee, Citizens for a Diverse Milton, and faculty, parent and guardian initiatives across the system, the Administration strongly encourages the formation and development of School-based Diversity Committees to promote educational success for all students in every school building.

**Charter:** The Diversity Committees will promote high academic achievement by *all* students, respect for all people, and an affirming atmosphere for all students and families at Milton Schools.

The committees will work toward creating and sustaining an educational community in which:

1. Students and families of all racial and cultural backgrounds feel welcome, accepted and affirmed throughout the MPS system.
2. Diversity is recognized as an integral component of an excellent education.
3. Staff and faculty reflect the racial and cultural composition of the student population town-wide.
4. All students are provided with an environment that enables them to work to their fullest potential.
5. Students of all racial and cultural backgrounds participate at all academic levels, and those achieving the highest academic success are reflective of the racial and cultural composition of the student population school-wide.
6. The curriculum reflects the broad diversity within our local, national and international communities, and teaches respect for human difference and perspectives.

**Approaches:** Committees will use community input, and student and faculty data to understand strengths and areas for improvement vis-à-vis the school's success at meeting stated goals, such as those above. Proactive approaches and responses will include professional development; class and school-wide instruction and events; parent and student outreach strategies, participation in hiring committees, and advocacy. All committees will have clear and measureable goals and objectives, to be revisited each academic year.

**Committee Structure:** The Committee should comprise the school principal, faculty, parents/guardians and, where age appropriate, students. Co-leadership by the school principal and a parent/guardian, and a majority of non-faculty members, are recommended. Committee chairs should implement or designate responsibility for member recruitment, consisting of

- ❖ announcements and circulation of sign-up sheets at Open House events in the fall
- ❖ school newsletter

- ❖ principal and PTO email blasts
- ❖ word of mouth
- ❖ well-advertised meetings throughout the year
- ❖ student club and volunteer opportunity lists at the High School

A monthly meeting schedule, determined at the beginning of the school year, is recommended. Meeting times should be set, or rotated when needed, to accommodate interested faculty, parents/guardians and students as applicable. All committees will come together 1-2 times per year under the leadership of the Superintendent and Citizens for a Diverse Milton to share goals, strategies, successes and common challenges. Each school-based committee shall have at least one designee that will participate in the planning of those convenings.

### **Committee Initiatives (Examples)**

1. The Tucker Diversity Committee organized Career Week, featuring a majority of school family members and adults of color, who shared their careers with students grades K-5. The goals of the activity were to bring role models of color to Tucker classrooms, and to inspire students to strive for excellence.
2. The Pierce Middle School Diversity Committee organized welcome activities for families new to Milton, followed by informal, in-school meetings for new students during the year. Telephone calls to new parents from Committee parents were particularly effective.
3. The Milton High School Diversity Committee collected and analyzed data by race and ethnicity and gender on enrollment in AP and honors classes, and has worked to address under-representations in different areas.

### **Sample Committee Goals and Objectives (Examples from Milton High School, 2009-2010)**

#### **a. Student Achievement**

- i. Student Video Project: This project (continued from the previous year) will be expanded to include a larger selection of students. The final product will be reviewed by faculty as a tool to improve achievement of all students.
- ii. Review and act on data on student participation in honors/AP classes: Data will be reviewed for the last 3 years if possible. This data will serve as a baseline for future examinations into gaps in student achievements along race and gender lines.
- iii. Art project to highlight diversity at high school 'Celebrate Our Diversity' Theme: A 'Diversity' theme board will be installed in the front entrance of the high school to highlight the diversity of Milton High. Clubs will be solicited to submit material highlighting the ethnic diversity of Milton.

**b. Parent Involvement:** A commitment will be made by this committee to add diversity to the upcoming Career Day (5/25) by soliciting volunteers from different backgrounds.

#### **c. Professional Development**

- i. Professional Day section on diversity: The school will hold diversity workshops within the professional days. The next Professional Day (March) will be a workshop internally developed and facilitated by the high school and diversity committee.
- ii. Expand student survey taken in October and share with teachers.