



MILTON PUBLIC SCHOOLS

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FOR IMMEDIATE RELEASE

Tuesday, July 28, 2020

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Superintendent proposes new Director of Educational Equity position for the Milton Public Schools

Senior leadership role would help drive the district's anti-racism work

MILTON, MA – Milton Public Schools Superintendent Mary C. Gormley will recommend to the Milton School Committee the creation of a new senior leadership position, Director of Educational Equity, to help advance the school district's accelerated work in diversity, equity, inclusion, belonging, and anti-racism.

Superintendent Gormley recommended the position to the board's Finance Subcommittee on July 21, which unanimously approved the recommendation, and will present it to the full School Committee for a vote at its meeting tomorrow night (Wednesday, July 29, 2020). The position does not require an additional appropriation from the School Committee or the town, because the Superintendent's recommendation includes the use of funds from unfilled positions in the current fiscal year.

The Superintendent and School Committee had originally planned to consider the new position as part of the budget development process next spring for the 2021-2022 school year, but agreed on the importance of hiring for the role this school year to underscore the urgency of the work. At the July 8 meeting of the School Committee, Superintendent Gormley announced three immediate steps to address racial disparities and inequities in the school system:

1. Establishing the Milton Public Schools **Anti-Racism Action Team**, comprised of parents, educators, and community members;
2. Charging the Action Team with drafting a Milton Public Schools **Anti-Racism Action Plan**, with action steps, timelines, and reporting and monitoring structures;
3. Issuing a Request for Proposals for a district-wide **Equity Audit**, conducted by an external consultant, to assess issues of equity and inequity across all academic and operational aspects of the district.

"We are deeply committed to building an anti-racism school system, grounded in safe, welcoming, inclusive learning environments where every child has full access to opportunities and resources to achieve personal and academic success," said Superintendent Gormley. "We know that we have a great deal of critical work to do in order to realize that vision, so it is essential that my leadership team is enhanced by a leader with deep expertise in identifying and eradicating obstacles to a truly equitable system, including dismantling forms of systemic racism and oppression in public education."

Sheila Egan Varela, Chair of the Milton School Committee, commends the Superintendent's recommendation of creating the new position as an important component of the district's work moving forward.

"The School Committee is fully dedicated and engaged to making systemic changes needed in policy, practice, curriculum, instruction, resource allocation, and other areas of the Milton Public Schools to eliminate racism and bias in all of their forms," said Ms. Varela.

Earlier this summer, the Milton Anti-Racist Coalition (MARC), a group of parents and community members, presented the School Committee and Superintendent with the *MPS Reform Platform*, which includes a recommendation to establish an office in the district to lead the design and implementation of anti-racism work and strengthen accountability. Superintendent Gormley said she will consult with members of MARC and other educators and community members to craft a job description for the Director of Educational Equity, and she will seek community support to recruit and screen qualified candidates. She said she expects the position's responsibilities to include supporting parents, students, and educators on issues related to equity and anti-racism, designing and leading implementation of anti-racism initiatives, coordinating professional development in equity and anti-racism to staff in all schools and central offices, and bringing additional expertise and accountability to the district's ongoing work in recruiting and hiring a diverse teaching staff, developing an anti-racism curriculum, and other critical issues.

The July 29 virtual meeting of the Milton School Committee will begin at 7:00 pm and will include presentation of a draft of the Superintendent's Return to School plans. Residents may watch the meeting in several ways:

- Live via [Zoom Webinar](#) (Meeting ID: 847 9090 0959, Passcode: 934213);
- Live on the [Milton Access TV Facebook Page](#);
- Live on the [Milton Access TV](#) website;
- Live on Comcast channel 22 or RCN channel 15; or
- Streamed on the [Milton Access TV Facebook Page](#) (available immediately after) or at [Milton Access TV VOD](#) (posted within 48 hours of event).

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