



## PUBLIC SCHOOLS

MILTON, MASSACHUSETTS 02186

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Dear Milton Public Schools Community:

June 1, 2020

Over the last few months in the midst of the COVID-19 pandemic, we have often begun our communications to you with the phrase “we hope this email finds you and your family well”. We do hope you are well, but also recognize that all is not well in our nation. The senseless killing of George Floyd by those sworn to protect him is shocking. It is yet another example within a short timeframe of the enormity of the work that must be done across the nation to dismantle racism. Although our reasons for becoming educators are somewhat varied, one common thread binds us together. That common thread is a belief in humankind, a commitment to social justice, and an unwavering hope for a future for every child that is bright and free from oppression, racism, and bigotry. We recognize that as leaders we are not only well positioned to change the world for the better, but we have an obligation, like all leaders, to foster kindness, compassion, acceptance, and love.

Our current schooling context of remote learning is not ideal under the best of circumstances. We feel the distance between us and you even more today. We are reaching out with a clear message as we know that if we do not, we are complicit. If we stand by in silence, if we avoid difficult conversations, if we turn the other way, we are not doing the very thing we all committed ourselves to do. As you, parents and guardians, work with your children at home and as you, educators and staff, support their learning remotely, we ask that you too not remain silent. Our silence on issues of race and equity will be interpreted by those in our care that we accept the current, unjust reality- and we do not. We must stand together as allies.

We are reaching out today to reaffirm that the Milton Public Schools is committed to every child. That commitment means that we have and will continue to work diligently to identify and address biases in our own work, look at our practices through multiple lenses such as race and class, and engage in difficult conversations with each other and with the community. We support you and your children. We recognize that social and institutional inequities contribute to trauma and that these ongoing issues may cause trauma and be triggers for students, faculty, and families. If you or members of your family would like one of us to reach out to you for support or to further discuss how we can partner together, please do not hesitate to email or call.

We close by saying that we have not and will not lose hope in the power for good and the capacity for positive change that is in our community. Further, our drive to do better within our educational system will not diminish. We know that each of you will find your own way to positively impact the world in which we find ourselves- by peacefully letting your voice be heard, by looking for ways to partner with organizations, by engaging your own child or those around you in critical conversations about race. As your partners in this work, we offer the following resources and encourage you to send us resources that you find.

*Wee the People*

<https://www.weethepeopleboston.org/>

Through innovative, kid-focused programming, Wee the People aims to: inspire children to notice injustice and discover the power of their own voices, explore traditions of resistance and protest through the arts, and support adults in opening difficult conversations -- with kids and with each other -- about difference, equity, and justice.

**25 Gile Road, Milton, Massachusetts 02186**

*Teaching Tolerance*

<https://www.tolerance.org/>

Teaching Tolerance provides free resources that emphasize social justice and anti-bias, while encouraging young people to challenge prejudice and learn how to be agents of change in their own lives. In addition, see *Beyond the Golden Rule-*  
[https://www.tolerance.org/sites/default/files/general/beyond\\_golden\\_rule.pdf](https://www.tolerance.org/sites/default/files/general/beyond_golden_rule.pdf)

*National Education Association (NEA) Ed Justice- Black Lives Matter at School Resources*

<https://neaedjustice.org/black-lives-matter-school-resources/>

Resources to help facilitate conversations about race, including classroom appropriate lesson plans, guides on how to have tough conversations and peers and students.

*Facing History and Ourselves*

<https://www.facinghistory.org/topics/race-us-history>

Facing History and Ourselves' resources address racism, anti-Semitism, and prejudice at pivotal moments in history and helps students to connect choices made in the past to those they will confront in their own lives.

*Framing Brave Conversations About Race and Ethnicity by Dr. Sheldon Eakin of the [Leading Equity Center](#)*

[Click here for this resource.](#)

Finally, we thank you. We thank you for entrusting your children, your teaching, your well-being... to us. The Milton Public Schools Superintendent, Assistant Superintendents, and Principals have been and will always be here for you.

Sincerely,



Mary C. Gormley  
Superintendent of Schools



Dr. Karen L. Spaulding  
Assistant Superintendent for Curriculum  
& Human Resources



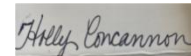
Dr. Glenn H. Pavlicek  
Assistant Superintendent  
for Business Affairs



James F. Jette  
Principal  
Milton High School



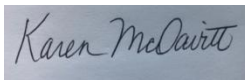
William Fish  
Principal  
Pierce Middle School



Holly Concannon  
Principal  
Collicot Elementary School



Dr. Jonathan Redden  
Principal  
Cunningham Elementary School



Karen McDavitt  
Principal  
Glover Elementary School



Dr. Elaine McNeil-Girmai  
Principal  
Tucker Elementary School

The Milton Public School system does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, gender identity, transgender status, gender transitioning, age, national origin (ancestry), disability, pregnancy/parenting status, marital status, sexual orientation, homelessness, or military status, in any of its programs, activities or operations. These include, but are not limited to, admissions, equal access to programs and activities, hiring and firing of staff, provision of and access to programs and services, as well as selection of volunteers, vendors and employers recruiting at the Milton Public Schools. We are committed to providing an inclusive and welcoming environment for all members of our staff, students, volunteers, subcontractors, and vendors. The following person has been designated to handle inquiries regarding the non-discrimination policies: Dr. Karen L. Spaulding, Asst. Superintendent for Curriculum & Human Resources, 617-696-4812.

**25 Gile Road, Milton, Massachusetts 02186**