

HARBORFIELDS CENTRAL SCHOOL DISTRICT



Update on Board of Education Goals 2020 - 2021

February 10, 2021



Vision

**Each Child. Each Day.
One Harborfields Family**

HARBORFIELDS CENTRAL SCHOOL DISTRICT



Mission Statement

The mission of the Harborfields Central School District to provide an innovative and collaborative learning environment where all students are empowered to realize their unique potential while striving for academic excellence. Harborfields is committed to developing life-long learners with the intellectual, social, and emotional skills necessary to achieve success as active citizens within their local community and in an ever-changing diverse global society.

HARBORFIELDS CENTRAL SCHOOL DISTRICT



Board of Education Goal

Innovation:

The Board of Education, in collaboration with the Superintendent and his team will:

- Establish the HF Diversity, Equity, and Inclusion Advisory Task Force whose mission is to review all curriculum and programming, recruiting and hiring practices, and establish implicit anti-bias training, with a lens of addressing diversity and cultural responsiveness.

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Establishing the Task Force

- 1. Recruitment of Members:** Ensuring representation of staff, parents, and alumni.
- 2. Establishing the Scope of Work:** Formation of three working groups in the areas of Curriculum, Staff Development, and Community Engagement.
- 3. Development of Short-Term and Long-Term Objectives:** Each working group has been tasked with the development of objectives as well as a tentative timeline for implementation.

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Clear Communication

Establishing the [Diversity, Equity and Inclusion](#) page on our website.



Diversity, Equity, and Inclusion

General Information

The *HF Diversity, Equity, and Inclusion Task Force* has been established to bring together administrators, teachers, parents, community members, and alumni. It is important that we work together to develop strategies and best practices to ensure all stakeholders will be treated respectfully, fairly, equitably, and with dignity and inclusiveness.

Together, our commitment to diversity, inclusion, and equity has the potential to promote a positive change. We will come together and have bold conversations that will bring systemic change to create a fully supportive environment for our students and our community.

The Harborfields Board of Education is committed to enhancing our Harborfields culture of appreciation of the diversity of all students through analysis and alignment of curriculum and instruction, programs, recruiting and hiring practices, and implicit anti-bias training.

[Letter to the Community – January 5, 2021](#)

Task Force Working Groups

Staff Development: Maureen Raynor, Kathy McNally, Mary Aristilde, Sonia Armstrong, Dan Barrett, Dafina Davis, Jeffrey Shade, Hansen Lee, Charlotte Saliou, Aisha Wilson-Carter

The mission of the Staff Development working group is to support the staff of the Harborfields Central School District through the identification of opportunities for research-based training.

Community Engagement: Rory Manning, Andrea Horowitz, Alison Matthews, Jennifer McCaffrey, Millie Rivera, Dahlia Roemer, Carlos Taveras, Suzie Lustig, Steve Engelmann,

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Clear Communication

Providing Regular Updates to the Community on our DEI work.



Harborfields Central School District

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Dr. Rory J. Manning

Interim Superintendent of Schools

January 2021

Dear Harborfields Community,

We are writing to provide an update on the **HF Diversity, Equity, and Inclusion Task Force**. When the Board of Education adopted their annual goals in July, included was the directive to establish this Task Force with a clear understanding of the imperative need to initiate important dialogue within our community. Our objective is to create an environment that fosters equity, diversity, and inclusion with a lens that focuses on, but is not limited to eliminating bias based on race, religion, sexual orientation, gender, gender identity, and disability. This begins with assessing the cultural responsiveness of our Harborfields Community, and creating educational programming that drives change, so that each and every member of our school and community feels equal, comfortable, supported, respected and valued.

This important work has been underway for the past several months, bringing together administrators, teachers, parents, community members, and alumni. Three working groups have been formed in the areas of Community Engagement, Curriculum and Instruction, and Staff Development. During the remainder of this school year and beyond, the Task Force will work with the district to bring about new and innovative educational programs and community events to facilitate the essential changes that are needed. Information on upcoming planned events and programs will be shared once finalized.

As we kick off 2021 with new energy and optimism, our task force reiterates our collective commitment to seeing this initiative through to fruition. To achieve this, we hope that every member of our community will also commit to being a part of the change that embraces diversity, equity and inclusion. Together, as we continue to learn and grow as a community, it will enable our Harborfields Family to thrive and become the very best version of ourselves.

Harborfields Diversity, Equity and Inclusion Task Force

Visit our [Diversity, Equity, and Inclusion](#) website for updates.

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Working Group Objectives

Curriculum: The mission of the curriculum and instruction working group is to develop resources for staff that can be used to enhance educational materials and programs to ensure that diversity, equity, and inclusion are represented across all grade levels and instructional programs.

Outcomes:

1. The development of resources for staff to use when developing or revising curriculum and assessments. This work is **ongoing**.
2. The development of a K-12 reading list that is focused on supporting DEI concepts and establishing common vocabulary for students and staff. This work is **complete**.

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Working Group Objectives

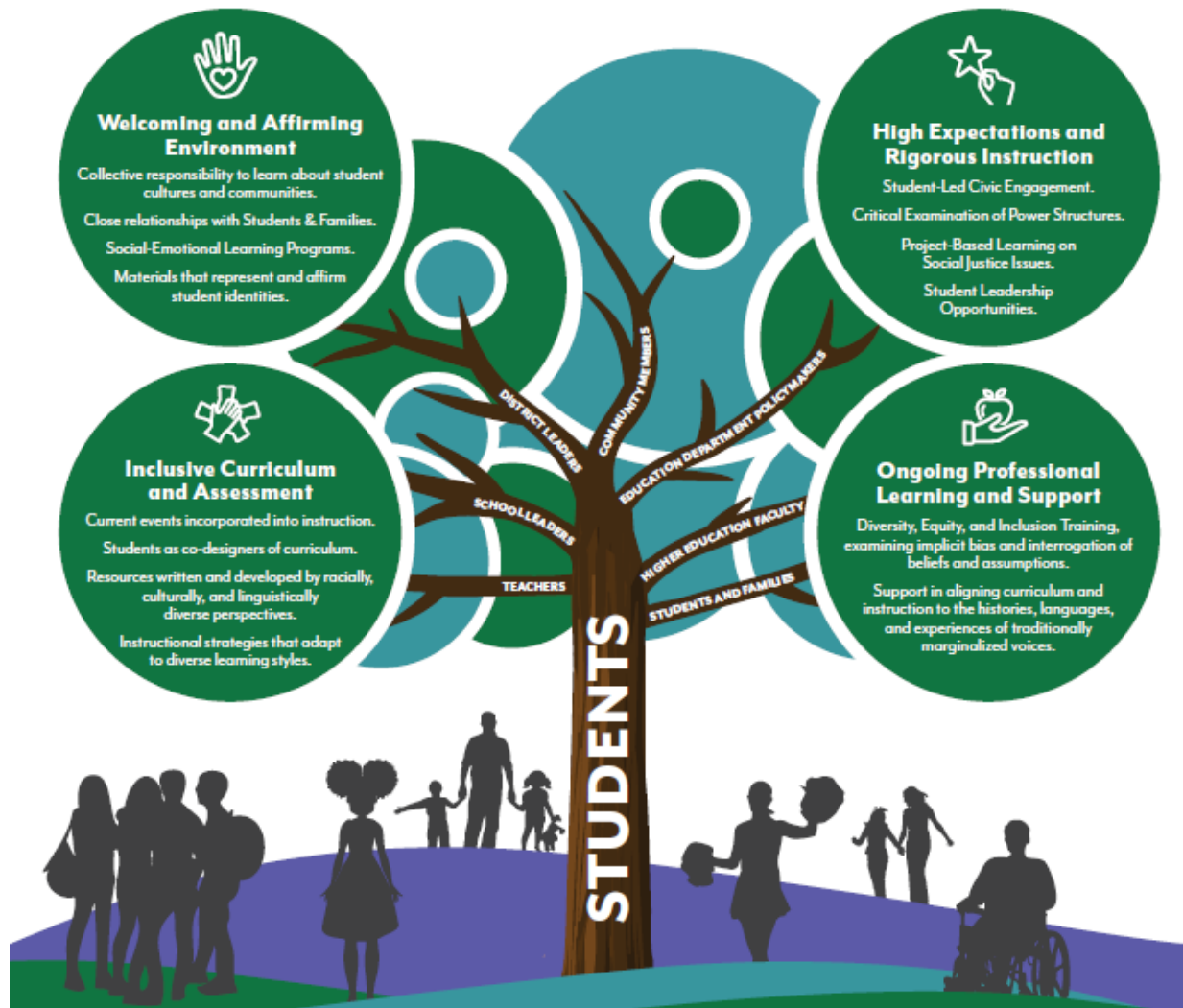
Staff Development: The mission of the Staff Development working group is to support the staff of the Harborfields Central School District through the identification of opportunities for research-based training.

Outcomes:

1. Established areas of need. Identified and interviewed several providers of implicit bias and other forms of staff training. This work is **ongoing**.
2. Working to support staff in the development of curriculum by providing training in the Culturally Responsive Sustaining Education Framework. This work is **ongoing**.

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Curriculum Work is More Than Standards



From: Culturally Responsive Sustaining Education Framework, NYSED.gov





Working Group Objectives

Community Engagement: The mission of the Community Engagement working group is to plan educational programming for our community around diversity, equity, and inclusion in alignment with the educational programs provided in our schools.

Outcomes:

1. Establishing the scope of an initial community event to introduce DEI concepts, develop a shared understanding of the work, and to introduce a common vocabulary aligned school-based programs. This work is **ongoing**.
2. Identifying a facilitator for this initial community event. This work is **complete**.

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MORE TO COME IN THE FUTURE!

THANK YOU!

Each Child. Each Day. One Harborfields Family

