



Montgomery Township School District

Inclusion, Diversity and Anti-Racism
Practices

July 14, 2020



Four Areas of Focus

- Professional Development/Training
- Curriculum
- Employment, Recruitment and Retention
- Community Relationships



Professional Development Training

- All administrators will attend “Culturally Responsive Practices” presented by Dr. Robin Harden Daniels on July 15, 2020.
- Toni Hendrix, Vice President & Community Outreach Chairperson for the NAACP facilitating discussion on perspectives of Staff of Color-July 16, 2020



Professional Development Training

- Continuous self-led and building led PD and discussions/book groups on the topic of anti-racism
- The District is reviewing opportunities from various professional organizations to partner with for sustained PD on anti-racism practices, procedures and policies



Curriculum Reform

- An Inclusive Curriculum Committee has been established
- Individual subject areas/grade levels have reviewed resources and have proposed/implemented changes to date
- Supervisors have been working with community members to gather input for revisions to the curriculum and to provide information on current practices



Employment, Recruitment and Retention

- Staff of Color are invited guests at Administrative Work Session to share their experiences in-district and outside of district
- MTEA collaboration-with Human Resources to identify strategies and tools to support staff of color
- District administration connecting with staff of color in each building/department to address building culture
- Recruitment-enhancing existing practices, researching new strategies and tools to attract and retain staff of color in all positions



Employment, Recruitment, and Retention

- Central Jersey Program for the Recruitment of Diverse Educators-expanding outreach to elected officials, job fairs, expanding recruitment tools
- Working with colleges and universities with the same mission
- Outreach to Historically Black Colleges and Universities
- Utilizing social media to promote and attract candidates of color
- Retooling advertising and job postings as per research



Community Relationships

- The MTSD Board of Education has created the Anti-Racism & Reform Committee that consists of BOE members, staff and community members
- Staff and BOE members have participated in community outreach events
- Re-established Black Parent Group 7-12 and initiating Black Parent Group K-6