

**DEPARTMENT OF EQUITY,
CURRICULUM & INSTRUCTION:
STUDENT EQUITY ADVOCATE REVISED
PRESENTATION**



Montclair Board of Education

Dr. Kendra V. Johnson, Superintendent

Mr. Joseph Graham, Student Equity Advocate

December 17, 2018



PRESENTATION GOALS

The presentation goals are to:

Part I:

- Outline salient equity endeavors that have occurred within Montclair Public Schools.
- Explain the work of the Student Equity Advocate.
 - Job functions and responsibilities*
 - Operational Processes
 - Notification Timelines

Part II:

- Describe clarifications from the November 7, 2018 presentation.
 - Clarification of categories*/cases versus student incidents, district data and school-level data.

Part III:

- Outline ongoing and upcoming equity initiatives.

*Hard copies of artifacts are attached to the presentation.

PART I: EQUITY WORK IN MONTCLAIR

Our journey to this moment in our district's history*:

- **Innovative Programming**
 - 9th Grade Academy
 - Renaissance Middle School
- **Algebra for All** (in all middle schools)
- **Equity Positions:**
 - School-based Parent Liaisons (under Title I)
 - Supervisor of Title I (under Title I)
 - Assistant Superintendent for Equity, Curriculum and Instruction
 - Restorative Justice Teacher on Assignment
 - Student Equity Advocate
- **Equity Professional Development**
 - Undoing Racism (1000+ staff trained)
 - New Jersey Consortia for Excellence Through Equity (NJCEE) – Montclair Team (Central Office, administrators and teachers)
 - Minority Student Achievement Network
 - Restorative Justice (2 cohorts and still training)
 - Job-embedded trainings (race relations, implicit bias, culturally responsive instruction, LGBTQIA+ and others)

*Not meant to be an all-inclusive list.

PART I: EQUITY WORK IN MONTCLAIR

Student Equity Advocate Job Description

Duties and Responsibilities (summary of salient duties and responsibilities):

- Collects student data
- Assists students and parents/guardians resolve issues/concerns
- Communicates with students, families and schools
- Assists with evaluating student progress
- Identifies additional “gap closing” services and programming
- Conducts ongoing community conversations
- Supports staff professional development
- Participates in stakeholder conferences

PART II: CLARIFICATION FROM THE NOVEMBER 7, 2018 SEA PRESENTATION

■ Processes

- How does the Student Equity Advocate receive student/parent concerns?
- How does the Student Equity Advocate communicate concerns to the administration?
- What role does the Student Equity Advocate play in the investigation process?
- What process does the Student Equity Advocate use to document and record data for each school?
- What internal controls will be used to promote internal accountability?
- What is the plan to report information to the Montclair Board of Education and the Montclair community?

PART II: CLARIFICATION FROM THE NOVEMBER 7, 2018 PRESENTATION

- Academic/Systematic Sabotage
 - **Timeline: within 48 hours**
- Child Neglect/Abuse
 - **Timeline: within 24 hours**
- School Support -
Matriculation/Graduation (High
School only)
 - **Timeline: within 72 hours**
- School/Community Resources
 - **Timeline: within 48 hours**
- Teacher
Harassment/Intimidation
 - **Timeline: within 24 hours**
- Sexual Harassment
 - **Timeline: within 24 hours**
- HIB Denials
 - **Timeline: within 24 hours**
- Religious Discrimination
 - **Timeline: within 24 hours**
- Student Crisis
 - **Timeline: within 24 hours**
- Racial Discrimination
 - **Timeline: within 24 hours**

PART II: CLARIFICATION FROM THE NOVEMBER 7, 2018 PRESENTATION

■ Clarification of:

- The 10 categories* used to sort cases and incidents.
 - A theme analysis approach was used to create the 10 categories.

Academic/Systematic Sabotage
Child Neglect/Abuse
Student Support - Matriculation/Graduation (High School Only)
School/Community Resources
Teacher Harassment/Intimidation
Sexual Harassment
Harassment, Intimidation and Bullying (HIB) Denials
Religious Discrimination
Student Crisis
Racial Discrimination

- What constitutes a case, and what constitutes an incident?
 - A case represents one student.
 - An incident represents one specific allegation.
 - For example, some students could have several incidents.
- Subsequent reports will have District data only.

PART II: CLARIFICATION FROM THE NOVEMBER 7, 2018 SEA PRESENTATION (NUMBER OF INCIDENTS)

Name of School	November 7, 2018	December 17, 2018
Bradford School	1	1 (1)
Buzz Aldrin Middle School	13	8 (3)
Charles H. Bullock School	0	0 (0)
Edgemont School	4	5 (4)
Hillside School	5	5 (3)
Glenfield Middle School	5	2 (2)
Montclair High School	107	111 (82)
Nishuane School	4	0 (0)
Northeast School	1	0 (0)
Renaissance Middle School	9	7 (6)
Watchung School	1	1 (1)
District Data	150	139 (107)

Note: Number of cases is in parenthesis. ⁸



PART III: ONGOING EQUITY INITIATIVES*

- Early Intervention Report - Under development (January 1, 2019)
- School Action Team partnerships (SATp)
- Anti-Racism Policy/Regulation
- Ongoing Professional Development
- Enhanced Communications – Access to Information
- Decreasing Grade Repetition
- Increasing Students of Color Graduation Outcomes
- Leveraging Partnerships
- Supporting Administrators, and
- School Outreach to Families

*All equity initiatives are not solely under the purview of the Student Equity Advocate.



QUESTIONS AND/OR COMMENTS

