

SYMPOSIUM BREAKOUT SESSION MONDAY, OCTOBER 24, 2022 | 1:15-2:15 PM ET

Avoiding the Pitfalls of Fake-quity? Our District's Journey Towards True Educational Equity

PRESENTER:

- Christina Horner, Great Schools Partnership
- Jean Haeger, Great Schools Partnership
- Clarissa Fish, RSU 10 Western Foothills
- Jill Bartash, MSAD 17
- Tom Danylik, RSU 10 Western Foothills
- Ryan Casey, Julia Landon College Preparatory and Leadership Development Middle School
- Jamaica Ford, Alumni of Mountain Valley High School, RSU 10 Western Foothills
- Kasey Flagg, RSU 10 Western Foothills
- Cheryl Gurney, RSU 10 Western Foothills







RSU 10 Western Foothills

Avoiding the Pitfalls of "Fakequity"

Our District's Journey Toward True Educational Equity

Today's Presenters

Jill Bartash, Interim Curriculum Director, SAU-17

Ryan Casey, Principal, Landon Middle School, Jacksonville Florida

Thomas Danylik, Principal, Mountain Valley High School

Clarissa Fish, Director of Special Education, RSU-10

Kasey Flagg, Mental Wellness Community Project Manager

Jamaica Ford, Alumni

Cheryl Gurney, Principal, Mountain Valley Middle School

Jean Heager, Senior Associate, Great Schools Partnership

Christina Horner, Director of Coaching, Great Schools Partnership



is a nonprofit school-support organization working to redesign public education and **improve learning for all students**.



Connections

- 1. Your name
- 2. Your role
- 3. Why did you choose to spend your time with us today?



Fakequity

RSU 10

The Journey

Challenges

Next Steps

Questions and Answers

Resources

Head - Heart - Hands

Meeting Invitations

Start and End on Time

Stay engaged

Accept And Expect Non-closure

Use the chat feature if you have questions

What is Fakequity?

FAKEQUITY

FAKEQUITY = FAKE EQUITY.

FAKEQUITY IS BAD. IT SHOWS UP AS ALL TALK AND NO ACTION.

Fakequity.com

RSU-10 Equity Statement

At RSU 10, it is our collective responsibility to create and maintain a safe space for all students, families, and staff. We are committed to elevating marginalized voices in order to grow and learn, and to become an anti-racist and anti-bias learning community.



RSU 10 Western Foothills

RSU 10



RSUral Western Foothills

- surrounded by the foothills of the Appalachian Mountains, waterfalls, lakes, rivers and forests.
- 1775
- 7 towns: Byron, Roxbury, Mexico, Rumford, Andover, Hartford and Buckfield
- 3 elementary schools and secondary schools.
- 65.13% qualify for free and reduced lunch.
- all students receive free

Very Conservative

- Very little racial and ethnic diversity in the past
- Housing development small impact on increasing racial and ethnic diversity
- Employers: Paper mill, forestry industry and local school district



RSU 10 Western Foothills

| | Year 2021-22 | | |
|---|--------------|--------|--|
| | # | | |
| Community Members | 10701 | | |
| Male | 5440 | 50.84% | |
| Female | 5261 | 49.16% | |
| American Indian or Alaska Native | 26 | 00.24% | |
| Asian | 82 | 00.77% | |

| Native | 1 | 00.01% | |
|---------------|-------|--------|--|
| Hawaiian or | | | |
| Other Pacific | | | |
| Islander | | | |
| Black or | 24 | 00.22% | |
| African | | | |
| American | | | |
| Hispanic or | 205 | 01.92% | |
| Latino | | | |
| White | 10173 | 95.07% | |
| Two or More | 190 | 01.77% | |
| Races | | | |



RSU 10 Western Foothills

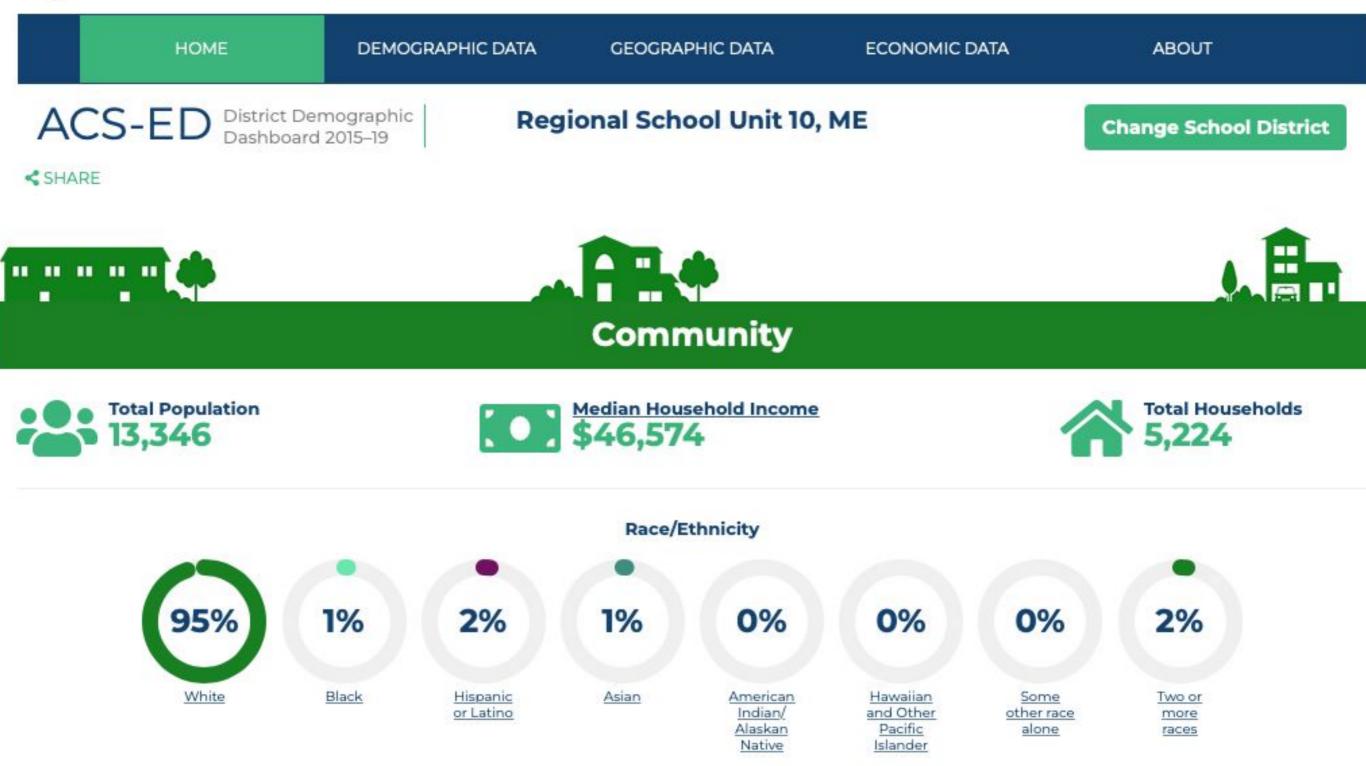


More Photos of Rumford Falls



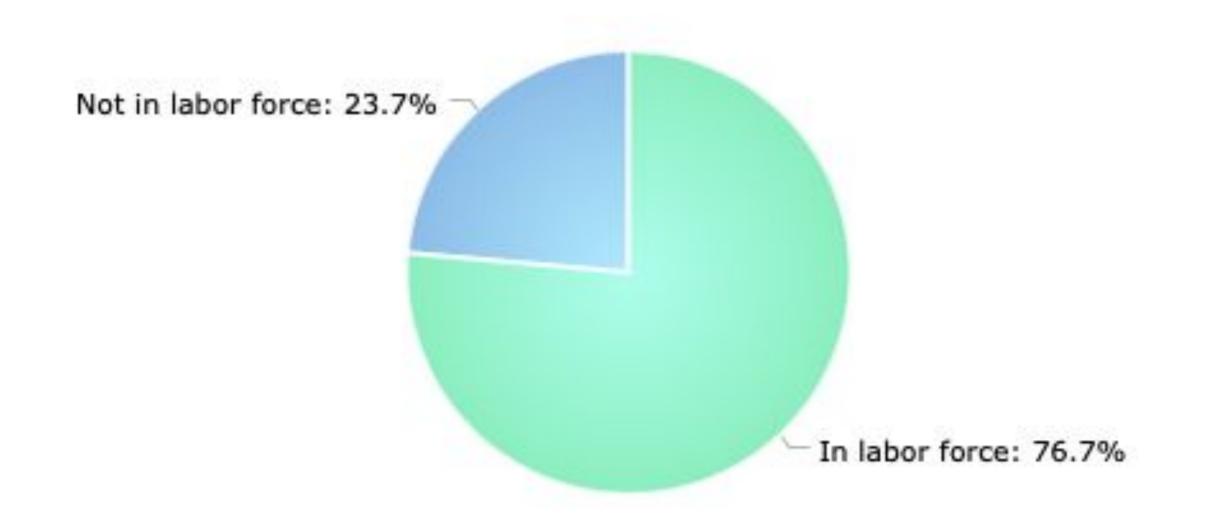
Buckfield Photo





Employment Status

Click "In labor force" slice to see a detailed breakdown of occupations in labor force.



Challenges

Mill

unmet needs that increase risk and stress in the community The Journey Begins

Ryan Casey



Jamaica Ford







The Letter June 10, 2020

An Educators Reaction

RSU-10 Equity Committee

Equity Committee

Students, Resource Officer, Educational, Tech (Ed Techs), Custodian/Mechanic Principals and Assistant Principals, School Board, Central Office Admin Student Summit



Logo for DEI Summit DESIGNED BY LEILA CROY, MVHS STUDENT

1st Annual Student Summit

- Keynote
- Beyond the Hashtag: Seeing and Understanding the Black Lives Matter Movement
- Protesting, Partnerships, and Policing: How to Protest Effectively
- Why Pronouns Matter
- Understanding Racism: A Guide for Students
- Safe Spaces
- The Gender Unicorn

2nd Annual Student Summit

Belonging and Inclusion Student Summit 2022

- Keynote
- Gender Identity and Expression
- Am I the Only One Confused
- Disrupting the Normal: Protesting in America
- OUCH! What People Say Can Hurt!

Professional Development

Professional Development

District Wide (all employees)

- 1. Race and Racism
- 2. Introduction to Microaggressions **District Wide (all teachers)**
- 1. ADL Checklist: Creating An Anti-Bias Learning Environment
- 2. Elements of Effective Instruction: Focus on Learning Environment

Differentiated by building

- 1. Identity
- 2. The Power of Ouch

School Board

CHALLENGES AND LESSONS LEARNED



Resources

Equity:

"Equity isn't a destination but an unwavering commitment to a journey. It can be easy to focus on where we hope to land and lose sight of the deliberate daily actions that constitute the process."

@JamilaDugan

MEETING AGREEMENTS

- **1. Rules:** Rules are **mandated and enforced** by an authority, and do not necessarily reflect the will or buy-in of the group.
- 2. Norms: Norms are the ways in which we behave and are currently in relationship to each other, whether consciously and explicitly or not.
- 3. Community Agreements: Agreements are an aspiration, or collective vision, for how we want to be in relationship with one another. They are explicitly developed and enforced by the group, not by an external authority, and as such must represent a consensus.



- I am your facilitator; you are active participants.
- I provide reflection + processing time; you reflect and process what you are learning.
- I provide resources; you access these when you need them.
- I will provide structure for maximum engagement; you will take advantage of that structure.



482 Congress Street, Suite 500 Portland, ME 04101 207.773.0505 greatschoolspartnership.org



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THANK YOU

Photo Credit

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INSTITUTE Symposium

OCTOBER 24 - 26, 2022 | VIRTUAL

Thank you for joining us!

Share Your Thoughts Participate in our one-minute poll (link in chat box)