



# Framingham

## PUBLIC SCHOOLS

Embracing differences. Inspiring futures.



# A Systems Approach to Equity



# Introductions



**Jennifer Moshe**  
Framingham School  
Committee



**Dr. Bob Tremblay**  
Superintendent



**Amy Bright**  
Assistant Superintendent  
of Pre-K-12 Education



**Tiffany Lillie**  
Assistant Superintendent  
of Equity, Diversity, and  
Community Engagement



**Lincoln Lynch**  
Executive Director of  
Finance and Operations





## MISSION

Through a comprehensive education, we aim to create and empower free thinking, responsible citizens who can participate equally in our rich and diverse community.

## VISION

We strive to:

- Support the whole child academically, socially, and behaviorally
- Create relationships between students, educators, families, and community
- Provide educators with meaningful and relevant support and development
- Implement technology and facilities that allow teaching and learning to occur in environments that are healthy, welcoming and safe

## CORE VALUES

FPS and the community stand united in our core values:

- Providing a safe, inclusive, culturally responsive teaching and learning environment
- Engaging antiracist and responsible civic advocates
- Respecting diversity of thoughts, learners, culture, and community
- Fostering learning and healthy growth of all students and staff
- Ensuring every school will be an active, participatory, equitable community

# OUR THEORY OF ACTION

IF WE...

- **Create** multiple pathways for learning and an inclusive environment of social-emotional wellness, and we
- **Strengthen** our global educators and engage our families and community in collaborative partnership, and we
- **Ensure** all students have equitable access to resources,

**THEN WE WILL...**

**Provide each student with personalized interventions and accelerations, and advance the achievement, success, and wellness of all students.**





## TODAY'S OVERVIEW

**In this session, panelists from the Framingham Public Schools will discuss how departments across the district have approached equity and continue to develop and refine ways to remove barriers for students and families.**



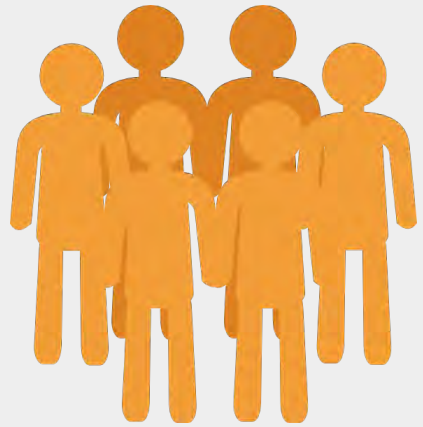
Question for the panelists

# Who and Where is Framingham?

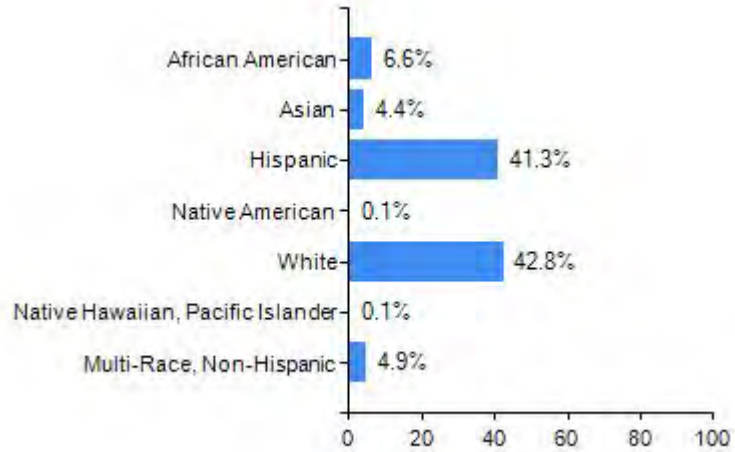




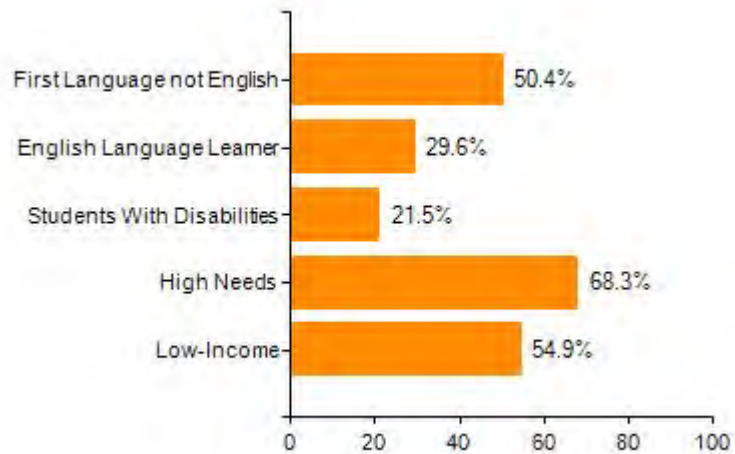
# OUR DISTRICT OVERVIEW



**9820  
Students**



**14 Schools, PreK-12**



## Question for the panelists

We're titled a *Systems Approach to Equity*, can you describe what that means and what it looks like in Framingham?





# Overall Vision and Goals



- **Creating a Community of Belonging**
  - Rolling Out the Red Carpet
  - Welcome Center
- **Building Bridges**
  - Family & Community Engagement
  - Partnership with the Union
- **Appreciating the Work with Authenticity**
  - Superintendent Residency



# Equity, Diversity, and Community Engagement *Services to Students and Families*

- **Wraparound Services**
  - An initiative to address the social determinants of health and support student and family success.
- **Welcome Center and Resource Center**
- **Family Engagement strategies and shifts**
- **Community Partner Engagement and Convening**
- **Stakeholder Groups**
  - Student Coalition Committee
  - Holiday Guidance Workgroup
  - District Diversity, Equity, and Community Engagement Committee to discuss communications and celebrations.



# Equity, Diversity, and Community Engagement *For All Staff*

- **Equity Development Professional Learning**
  - Menu of Bias Based Response Website
  - Equity Toolkit
  - Multi-year approach to professional learning for all staff
    - Year 1: Focus groups and listening tour,
    - Year 2: Setting the tone, expectations,
    - Years 3-4: Multi tiered courses
- **Reflection Circles** in collaboration with interfaith leaders
- **Employee Resource Groups:** including affinity groups and book clubs
- **Community Partner Engagement and Convening**



## Questions for the panelists

How do the other departments that may not be directly connected oversee and implement the work of equity?



# Teaching and Learning

- Decolonizing curriculum at FHS (rooted in student feedback)
- Social Justice Curriculum and Data Analyst position
- MTSS and Code of Character, Conduct, and Support
- Data Dashboard
- Summer Reading



# Human Resources



- Global Mobility and Immigration Specialist
- Pathway Programs for Current and Future Educators
- Yoga Courses and Employee Assistance Programs
- Partnership with Framingham Teachers Association
- DEI Advocates to join and support the hiring processes



# Finance and Operations

- Business and Finance - Transportation - Food Services -  
- Technology - Buildings and Grounds - Safety and Security - Grants

- Financial support
- Equity based classroom budgeting
- Reviewing food services by meeting with students and offering food that is reflective of student cultures (ongoing effort)
- Technology 1:1 with hotspots
- PBIS training for bus drivers
- Disposable Menstrual Products
- Professional Development
- School owned vehicles & other transportation



Question for the panelists

# Questions and Answers





**THANK YOU**



## Questions for the panelists

Can you share a little bit about what the biggest challenges or obstacles have been?

