Hanscom Schools EOY Report

May 6, 2021



Strategic Plan

Becoming an anti-racist District

D2. Develop a multi-year action plan to mitigate the impact of racism on access to an equitable school experience for all students and families, and become an antiracist district.

Grow the capacity of faculty and staff to:

- meet the needs of all learners by providing opportunities to develop anti-racist teaching strategies.
- develop self, other, and organizational awareness related to race, inclusion, diversity, and equity.

Collaborative Practice Teams

What are they?

- Wednesday afternoons
- Dedicated time for teams
- Educators define a goal that should strongly impact student learning
- This year goals have to be centered around the intersection of teaching and learning and AIDE

If These Walls Could Talk





Mirrors

Children can see themselves and their own experiences reflected in the book.



Windows

Children can learn through the book about other people, places, things, and experiences.



Adult selfawareness and deeper learning

Kindergarten

Our goal was to work on creating activities for Connections that promote inclusion and diversity.

- We compiled a grade-level resource hub that connects the books and resources with guiding questions, potential lesson plans, and teaching strategies.
- We identified children's books and other age appropriate resources that can be utilized within the classroom to facilitate AIDE conversations. These are all compiled into various categories for mini units that include a wide range of diversity related topics.
- We found resources that provide windows and mirrors for our students including visuals of diverse authors.
- We implemented ideas from our resource hub to facilitate conversations during our Connections blocks and reflect on them as a team.

Kindergarten



Goal: The grade 1 team will increase our competency in A.I.D.E (anti-racism, inclusion, diversity, equity), and we will craft curriculum based on the Learning for Justice Social Justice standards for Identity, Diversity, Justice and Action.

Action Plan

- Discuss book *How to be an Anti-Racist* by Ibram X. Kendi using discussion questions to deepen our understanding and professional practice using tools outlined in the book.
- Develop and implement four first grade units that focus on the Learning for Justice social justice standards: Identity, Diversity, Justice, and Action alongside the MA grade 1 social studies standards.
- Develop strategies, tools and common language based on Social Justice Standards to use in classrooms and across the grade level and when communicating with families.

- Reflected on our personal responsibility as facilitators to infuse AIDE work into our classrooms, recognizing that the decisions we make as educators directly impact our students.
- Analyzed our past social studies curriculum and developed new units that invoked students to learn and reflect on identity, diversity, justice, and action. These units correlated to the MA frameworks.
- Encouraged students to use language on identity and diversity.
- Provided students with opportunities for open discourse on these topics.
- Developed specific projects that helped them to express their personal identities
- Utilized diverse books/resources



We set the goal of mitigating the impact of racism regarding access to an equitable school experience for all students and families, and becoming antiracist professionals by growing our capacity to develop selfawareness related to race, inclusion, diversity, and equity.

- Read <u>Stamped: Racism, Antiracism, and</u> <u>You</u> as a team and discussed the potential impact of this text on our teaching practice
- Created connections block activities that were actively anti-racist, exploring identity.
- Participated in three webinars offered by Learning for Justice, including <u>How to be</u> <u>an Ally in the Classroom, equity Matters:</u> <u>Confronting Implicit Bias</u>, and <u>Painting a</u> <u>Just Picture: Art and Activism</u>
- Studied the artist and author Faith Ringgold, and used her art and activism to inspire a grade-wide art installation created by the students



We will develop our knowledge base around the history of American slavery using children's literature to develop appropriate slavery lessons around the universal theme of freedom to meet MA Social Studies standards for our third graders.



- Read article "Teaching Hard History -A Framework for Teaching American Slavery"- best practices for teaching children about slavery
- Created 8 lessons with theme of "Freedom" and to address the concept of enslaved people as property
- Researched and reviewed related children's books and other resources to support curriculum
- Wrote and awarded an LSF Grant for mentor texts





Taylor Hynolds + (0 = 4 more
 Not PROTUNES, Write your ideas under at least 2 sections.
 Not PROTUNES, Write your ideas under each sector.

DIVERSITY

i I	FAIRNESS 👹	:	LOVE	EQUALITY
r is someone who ght, not what is easy.	Fairness is getting what you need not what you want.		Love means to treat others with respect and care, no matter who they are.	Equality means that everyone has the same access.
means that he or example.	To me fairness is like when you cheat in a game that is so not fair So fairness is where you do the rules right.	r.	Love means to be kind to 1 another	Equality means to me treat other people how you want to be.
then the others ler is some one	If you need something if you get i	1	Helping without being asked that's what I think love means	Equal means that everyone has the same amount
people a leader.	every one does	-		Fair same not different



We will work collaboratively to deepen our understandings related to Anti-racism, Inclusion and Diversity Education (AIDE) and to consider and/or implement instructional practices related to these new understandings.

- Conducted a series of teacher-facilitated workshops focusing on marginalized communities, including race, gender, sexual orientation, family makeup, military families, disabilities and immigration
- Used AIDE work to inform social-emotional instruction of all students particularly capitalizing on the time and opportunities during daily Connections block
- Honored student voice and experiences throughout the day; supporting speaking and listening in the class culture across all content areas
- Used AIDE work to introduce students to unfamiliar cultures and personal experiences in literature, social studies and science curricula
- Included profiles of professionals belonging to ethnic groups shared by students
- Facilitated deep conversations about experiences feeling different or viewed as different and challenges related to being in a minority
- Instructed students on concepts of personal identity and belonging to a group ("complex character," "perspective")
- Developing self-monitoring routines to support group goals, as well as individual goals, to nurture identity as <u>both</u> a group member (*what we need and contribute*) as well as identity as an individual (*what I need and contribute*)



We will be increasing our professional knowledge around students' cultural competence and teach students to be reflective, critical thinkers.

- Read book Stamped by Jason Reynolds and Ibram X. Kendi as mentor text to build professional knowledge. (Plan to look at the Stamped Kids edition that releases in May)
- Discussed potential outcomes and impact on students and the need to start with identity
- Discussed how to encourage civil discourse in connections and social studies block
- Created and implemented engaging activities revolving around identities and culture.

5th grade

JASON

REYNOLDS

THE #1 NEW YORK TIMES BESTSELLER

IBRAM X

KENDI

Developed activities surrounding identity. Started by focusing on emotions and identity using the Pixar Movie Inside Out WHAT MAKES YOU WHO YOU ARE? IDENTITY You are made up of your family, your friends, your neighborhoad, your school, what you watch & read, what you har? This ta out, what you watch & read, what you har? This ta out, what you watch & read, what you feel, your dreams, the stories you cannot wait

ho are vou'

Cultural identity is the identity or feeling of belonging to a group. WHAT MAKES YOU WHO YOU ARE? EMOTIONS
 An emotion is a feeling such as happiness, love, fear, anger, or sadness, which can be caused by the situation

Emotions are the part of a person's character that consists of feelings instead of thoughts.

you are in or the people you are with.

hat are some emotions you've felt? ow do your emotions help guide you in life? Do you think all emotions are equally valuable in life?

Lano



Students focused on aspects of their own personality and reflected on how their emotions impact their memories. They created their own Islands of Personality



RACISM, ANTIRACISM, AND YOU

A REMIX of the National Book Av STAMPED FROM THE BEGI Read book *Stamped* by Jason Reynolds and Ibram X. Kendi as mentor text and plan to read and utilize passages from Stamped Kids (releasing in May 2021)

Developing activities to explore cultural identity using the book *Dictionary* for a Better World A to Z, Outside In, and Who You Were Made to Be

We will create eight digital lessons/ activities that actively engage and educate students on the importance of inclusion, identity, and confronting biases. We will implement each lesson during connections block throughout the year and maintain and ongoing conversation.

- 14 connections blocks dedicated to this goal with specific learning targets to address AIDE
- Interactive materials that help students build real life connections to topics and discussions
- Additional opportunities to connect content curriculum and texts with the lessons and discussions from connections blocks
- Open and honest conversations about biases in everyday life and how we can become aware of our implicit biases
- Opportunities for self-reflection and <u>mindful</u> growth



Students will execute a civic action project that aims to tackle an issue relating to anti-racism, inclusion, diversity, and/or equity.

- Twelve cross-cohort collaboration groups
- Addressed issues around food insecurity, air pollution, mental health resources, representation of marginalized groups in curriculum and holidays, and more
- Interviews with officials at the school, district, base, and state level
- Actions included advocacy, curriculum development, food pantry drive, mental health supports, and more





Ale F is presenting

WHY IS THIS IMPORTANT TO US

e and problems in our atmosphere. Through research we disco big problem, and also one that we could fix, -Jack C

Diversity Council:

- Established a culture at HMS that encourages students and staff to explore, develop, embrace, and celebrate their identities.
- Created a welcoming environment for all members of the HMS community.
- Taught others to recognize their biases and set goals to change.
- Developed a diverse curriculum that recognizes all contributions and points of view.
- Ensured that all students can see themselves in the curriculum.
- Celebrated achievements of both individuals and different groups of people.

Civic Engagement:

• Students collaborated in small groups to identify an area in need of change where there is an inequality, came up with a practical solution to address that inequality, and executed the plan.

Under both goals, students further developed skills in the areas of collaboration, research, writing, CER, presentational speaking and visual presentations.

- Eighth grade students and staff engaged in a book challenge to read a book by an author or about a character that was of a different race or ethnicity than themselves. An HMS "Good Reads" was created with book reviews and summaries.
- Student leaders and staff collaborated to create lessons on Tuesdays and Thursdays for Connections Block around identity, bias, prejudice, macro and microaggressions, BLM, LGBTQ+, and privilege.
- Students redesigned classrooms and the eighth grade breakout space to create an inclusive environment.
- Students made imovies reflecting on why they are committed to creating an equitable learning environment and what they have learned.
- Students addressed issues around inequalities in housing, education, healthcare, relationship with <u>law en</u>forcement, access to food, and the impact of climate change.

8th grade

informational talk on LGBTQ+ and shared plans to celebrate PRIDE in June.



Student Leadership Student leaders gave an

> Remote and in person **Diversity Council meets** Tuesdays and Thursdays.

All Students Represented in Curriculum



Eighth grade students read selected chapters from Born on Third Base and engaged in a simulation on a baseball field around the concept of being "born on 3rd Base" to comprehend the concept of privilege with emphasis on white privilege.

Civic Engagement



A group of students collaborated on a civic action project to create a program that builds relationships between students and law enforcement with an emphasis on Students of Color.







Students researched and created an informational poster around a Woman of Color's contributions to history.

We will begin a comprehensive selfreflection and evaluation process that reexamines the diverse Specials curriculum and utilizes that feedback to improve and reimagine student engagement in a way that reflects current needs and our ongoing learning and development with AIDE.

- An entirely new Specials curriculum was developed this year that fits the current model and schedule that was utilized for the Specials
- ITS Team Members led Professional Development and training throughout the year to meet increased tech demands as a fully remote teaching team that instructs the entire district
- The Specials Team discussed the "Who, Me? Biased?" video series from the LPS Resources for Antiracist Learning and Action site
- AIDE curriculum assessments practiced in Professional Development were continued during CPT and CLP time to capture the unique perspectives of our team members

Respect

Classroom Discussion How do you show respect to your cla How do you show respect to your teachers? How do you show respect at home? How do you respect the environm



What does it mean to be kind?





Wellness

Students in grades K-2 focused on Social **Emotional Learning** during one of their Health Education Units. Respect, Kindness, Bullying Prevention, and Managing Emotions were some of the topics covered.







Diversity....means being different



Students in all grade levels have been working on their observational drawing skills. They learned to lightly sketch the overall shapes, and then look more closely to add details.



nool students drew dandelions during the Month of the Military Child. We learned about how dandelions are the official flower of the military child lue to their resilience, strength, and ability to bloom wherever they are planted. Then we took some time to observe closely and appreciate these often misunderstood - but beautiful - flowers.

Kindergarten students were able to capture the unique shapes, patterns, and colors of many different types of real beetles. It's incredible what

even our voungest students can accomplish by slowing down and using their powers of observation!



Students have been successfully continuing their Music Education in all areas of Music this year. One example is the development of reading and writing standard notation which is now being completed in Seesaw.

Music

Circle all of the Rests with their matching color Quarter Rest = 1 Beat Half Rest = 2 Beats



Library goal: Continue to get books into the hands of students even though they cannot visit the library in person.

- 50 books delivered to each K-2 classroom per week.
- Filled hundreds of individual book requests for students in grades 3-8.
- Over 600 books delivered to remote students.
- 50 special faculty requests per month that range from a single book to a hundred books.

Library

• Over 400 new eBooks added.



Spanish

For Spanish, Mrs. Hughes interviewed students, who come from all over the world to convey the importance of learning about other cultures and foreign languages to her students. She has asked them why learning Spanish and other languages is important. Here is a video of their responses.



Wellness

During the Sexual Education Wellness Unit, 7th and 8th grade students learned about a variety of inclusive topics such as Gender Identity, Sexual Orientation, and Forms of Discrimination and Abuse

and gender Identity.

LESBIAN	TRANSGENDER		Sexual orientation is different from gende
A voman whose enduring physical, comarks, and/or encodenal attraction is to other women. Some leadance and prefer to dentify any gay or any gay momen. GAY The adjective used to describe people whose enduring physical, comartor, and/or endotanal attractions are to people of the azero sex. BISEXUAL A person who has the apachy to them enduring physical, sometics, and/or endotanal attractors to moments, and/or endotanal attractors to moment gender.	An unbrief term for people whose genetic stemity anside genetic spreases of afters than what is hysically seaccitated with the same they were assigned at this?. Respin under the transpender unbriefs may be ached to maintee suite of one one of a vide waitely of terms- clucture) terms and the same and the same terms and the maintee stemation of the search of the same man perspin of the sam	An adjective and to pame paceb, particularly younger orderitation and exclusively internasmut, "plausity, for their assume," plausity, for the terms subbar, gay, and hole-mail any particularly the utility and/or flaught with cultural constantions they field on't apply to them. However, it is not a universally accepted term even within the LOBIT community:	Gender Identity Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from i. Gender expression typically reflects a person's gender identity, but this is not always the case
Health Relations Are Abo Respec	hips Sexual out Gender ct! Discrim	abuse harassment discrimination ination based on identity	Sexual Orientation Sexual orientation is about who you're attracted to. Sexual orientations include gay.lesbian, straight, bisexual, and asexual. There are many more!

Music & Art



Students self-reflected to create a "Soundtrack of My Life" and share why they selected those particular songs. Then they added their own "Album Covers" using Self-Portraits drawn in Art Class.

Technology

The ITS researched different technology services available to LPS teachers and identified specific resources within those services and/or how teachers can use the services with their AIDE related work with students. They created a webpage to be shared with the LPS faculty and staff and to be added to the rest of the AIDE resources created by Jess Ross and Marika Hamilton.

LINCOLN LABORATORY	Students will choose projec	ts based on their			-
Lincoln Coders	LETS				
Learn to code through virtual sessions lead by staff from the MIT Lincoln Laboratory! Open sign up to grades 6-8. No experience needed! Space limited.	CODE				
self.file = North self.fingerprints = settl	If your child is advanced i recommended they choos Script for their project.				'
self.logdupes = True			Necessary Acco	ounts:	
<pre>self.debug = debug self.logger = logging.pe if path:</pre>				and a list of required accounts will rents on February 1.	
<pre>sclf.file = sclip sclf.file.sclip sclf.fingerprints. @classmethod scttions(cls.sclip)</pre>			websites, with th require an app o the Girls Who Co	es require accounts with different le exception for Swift, which will in the IPad. Because we are using ide curriculum, an account on this equired, regardless of the student's	
def from_sectings.getbo debug = settings.getbo return cls(job_dir(set			The only hardwa school issued IP	re required to participate will be the ad.	
def request_seen(self, re	Lesson Structure:	Club Schedule:			
	All sessions will be virtual via Google Classroom. Students will form breakout rooms based on project choice with Lincoin Laboratory staff in each breakout room to facilitate the session. Chin sessions will no	Sessions begin Saturday, February G at 10 AM and reoccur every Saturday for 8 weeks at the same time. There will be no session February 20 to escommodate winter break, resulting in 7 club meetings in total.	For more	information please	
			contact:		
self.fingerprints.ad			Hanscom AFB	Middle School:	
			- albuixechm@lincnet.org		
self.Tite.			Lincoln Middle	School:	
def request_fingerprint			- mhan	nitton@lincnet.org	
def request_fing	from 10 AM to 12 PM.		- mmoi	donough@lincnot.org	
			Home	Courses for Educators	Digital B

TECHNOLOGY-BASED AIDE RESOURCES FOR THE CLASSROOM

The Lincoln Public Schools use several technology services (Brainpop/Brainpop Jr., Epici, Flipgrid and NewsELA) that contain content that teachers can use to support their AIDE related work. To make this content easier to find and use, we have grouped these resources in the following categories: Courses for Educators, Digital Books and Articles, Lesson Plans and Activities, and Videos.



COURSES FOR EDUCATOR



LESSONS PLANS AND ACTIVITIES



Block History Is American His	
VIDEOS	

Lincoln Coders

This year HMS extended their Saturday robotics/coding partnership with MIT Lincoln Labs to all Lincoln campus students. Twenty students from both campuses participated in an 8 week coding program led by engineers from MIT Lincoln Labs. This is what the lead engineer said about the students and the program

"I wanted to let you know all the facilitators were incredibly proud of the students. They all did a phenomenal job and really impressed us in every way. I think the facilitators and students all considered this to be a great experience."

- Kelsey Yee

HPS MBHT

We will collect data on the race and gender breakdown for students referred to IST and BESST. We will explore the data for trends. We will take the information we learned and determine how we can revise the IST and BESST processes in order to bring more cultural sensitivity and awareness to the processes.



- Collected student demographic data from Powerschool and IST/BESST referrals
- Analyzed demographic data from BESST and IST to identify possible trends
- Reflected on our own privilege and biases, and researched different cultural norms to better understand our student population
- Brainstormed ways to revise <u>BES</u>ST/IST process to be more culturally sensitive

Hanscom MBHT







BESST - HPS 2017-2021

LPS Speech & Language

Students were read a selection of children's books featuring characters from diverse backgrounds. A survey was designed to help students identify similarities and differences between themselves or their lives and the characters.

- Books were read and discussion was facilitated to address IEP goals and AIDE work.
- Surveys were presented to students.
- Visual supports were used for younger students.
- Survey results indicated increased awareness of self and others.





LPS OT/PT

We will use AIDE (antiracism, inclusion, diversity, and equity) as a guide to examine existing lesson plans and identify areas for growth and modification.

All students will broaden their knowledge of cultures and differences.

All students will feel safe and seen when engaging in lessons and home programs (fine and gross motor) both live and virtually.

- Spotlight different cultural traditions occurring within the current timeframe, by learning about traditional games and dances, crafts and projects, exercises and breathing techniques.
- Review images shared with all students to determine if they represent all children. Replace images as needed
- Develop culturally diverse lesson plans
- Start to develop a rubric to check new materials to determine if they are diverse and inclusive

