

OUR WHY

Jariel Vergne

Wraparound Manager



Erin Duarte

Lead Wraparound Coordinator



Orlenda Jackson

Lead Family Engagement Specialist



Bruce Rose



David Ehrens



Erin Duarte, NBPS



Peggy Dias | NAACP...



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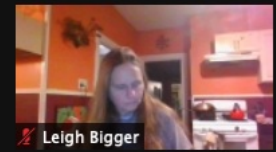
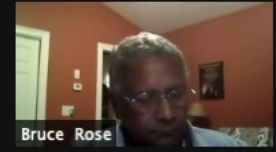
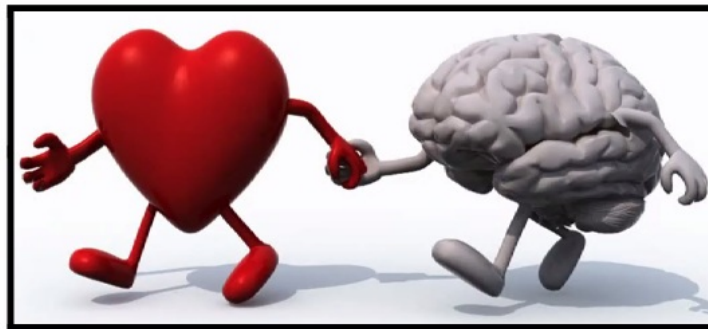
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Leigh Bigger

Wraparound Services' 3 Es

**Engage
Educate
Empower**



School-Based Wraparound Supports

Wraparound Coordinator

- Support the NBPS vision of welcoming learning environments and authentic family and community engagement and collaboration.
- Builds constructive relationships and support networks among students and their families.
- Address multiple life domains across home, school, and community, including living environment, basic needs, safety, and social, emotional, educational, spiritual, and cultural needs.

Family Engagement Specialist

(Formerly known as Parent Support Specialists)

- Collaborate with families to meet their needs in efforts to increase student academic and social achievements.
- Run the Family Engagement Center located in their school and work to empower and strengthen authentic home, school, and community relationships to ensure student success.
- Collaborate with community-based organizations, local businesses, and district staff to provide services in our Family Engagement Centers



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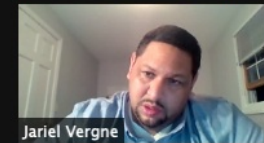
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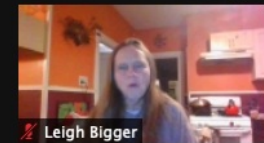
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Some of the work...Wraparound Services

YWCA Relationships PD
(2017)



Addressing Race and
Racism

- Digital Literacy courses for families.
- Educational workshops and opportunities for families.
- Family Institute for Student Success.
- REI (Racial Equity Institute) Professional Development.
- Family Needs Survey for all families.
- Informational presentation on the Guatemalan population (in collaboration with Mujeres Victoriosas).
- Long term Professional Development trajectory for all NBPS staff on race, racism, and biases.



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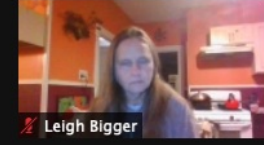
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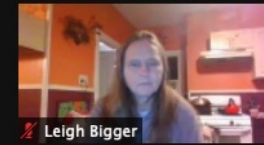
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NBPS

Family Engagement Leadership Team

18-19 SY

February

REI Phase I

18-19 SY

April

Latin X

18-19 SY

June

Admin. & Community REI Workshop

19-20 SY

October

A Lakes Conversation

19-20 SY

October

Equity & Diversity Plan

Workshop focused on a lot of history and data that presents a bold and unvarnished picture of racial inequity in the US and is designed to help participants develop a common understanding of racism in its current manifestations.

Attended by:

Equity Leadership group:

- District Administrators,
- Key staff,
- Community Leaders



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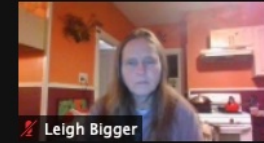
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Latin X

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An informative and foundational workshop rooted in the impact of racial history and how still today it comes to bear in our classroom and our greater community

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NBPS Administration and community leaders returned for a focused conversation on the "Lakes," the 2nd level of the fish/lake/groundwater analysis of structural racism.

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- Select District Administration,
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19-20 SY

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Equity & Diversity Plan

First draft of the Equity, Diversity, Inclusion and Excellence in Education was created. Which later became the district's 3 year Equity and Diversity Plan

Written in conjunction with our strategic plan:

- District Administrators
- Staff
- FELT team
- Preliminary feedback "A Lakes Conversation".



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Where we are heading...

TOT – Group of Leaders

• Group of leaders who with training could lead discussions on race, diversity, and equity.

Anti-Defamation League (ADL)

- Further growth in the middle schools
- Expansion to High School
- Mentorship in Elementary Schools

School-Based Teams

• School based teams who will provide PD regarding race, racism, inequalities, and addressing issues in their school buildings.

Family Engagement Leadership Team (FELT)

- 2 part PD on Diversity for staff
- PD with parents and community members
- Lead discussions around racial tensions
- Promoting 2-way communication

21 Day Equity Challenge

• Creates dedicated time and space to build more effective social justice habits, particularly those dealing with issues of race, power, privilege, and leadership.

Student Leadership

- Students hear from featured speakers from the community who are committed to invoking change.
- Students develop panel discussions and PD

PD – Implicit Bias, Exploring What it Means to be an Anti-Racist School District

• Encourages WACs and FESs to have conversations regarding race and equity with staff, students, and families

Personal Bias – Home Visits

• Covers how to safely visit students' homes with a focus on race and equity.

Book Club

• Book club series that focuses on topics of race, diversity, and equity for NB Staff.



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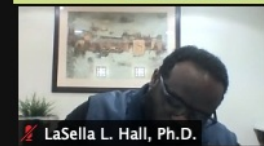
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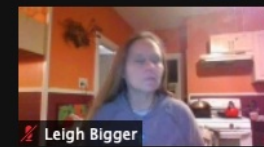
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Areas for Collaboration

Student FELT

Student Family Engagement Leadership Team

Restorative Justice

FEC Collaborations

Family Engagement Centers in 9 schools.

Recruiting Families

For workshops and family events.



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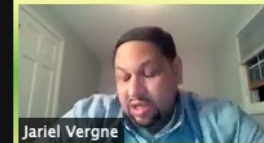
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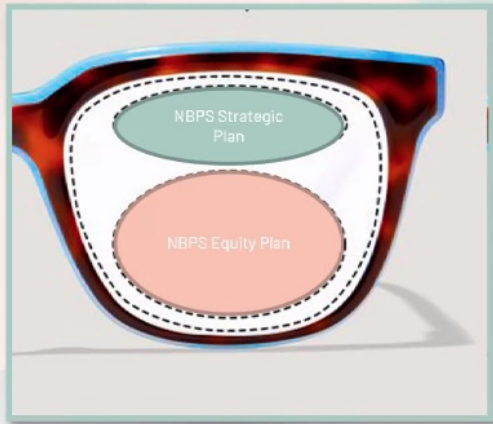
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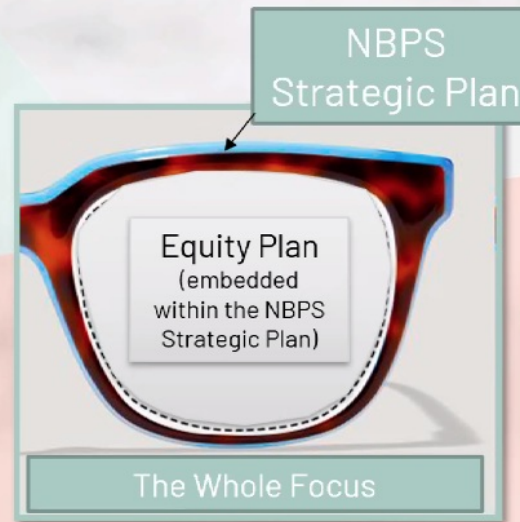


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Focused Approach To Move This Work



2020-2021



2023



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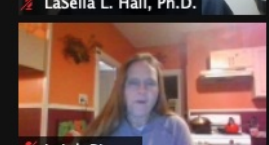
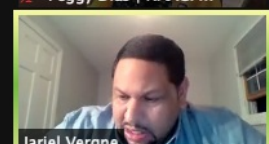
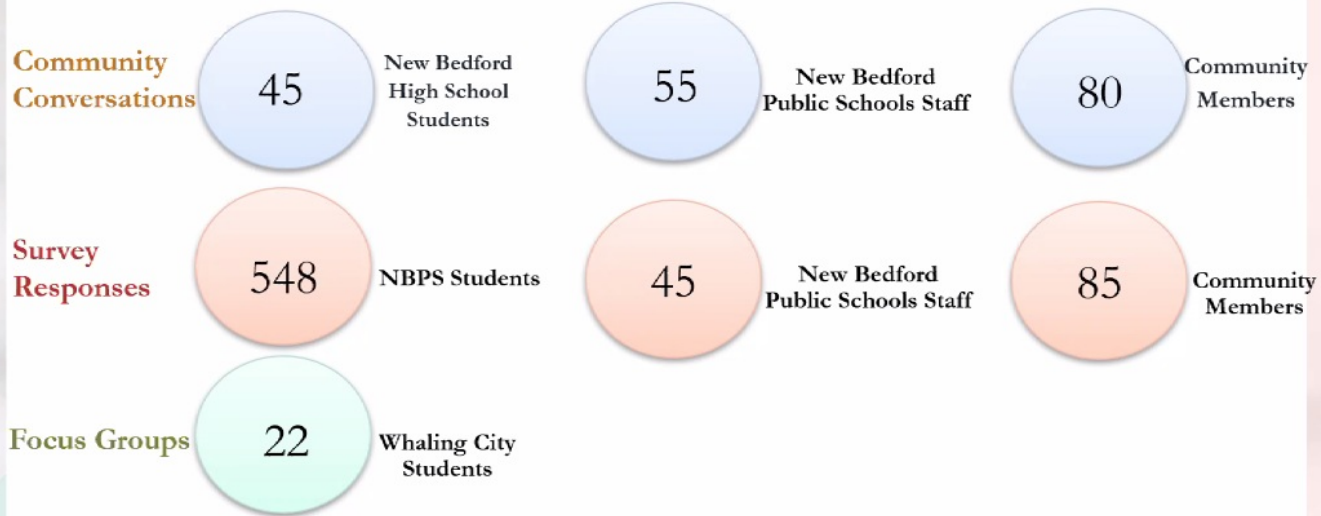


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SRO Data Overview:

These numbers capture all data received as of 12/7/2020. Surveys remain open for students, staff, and community members to complete.



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Current Feedback Perspectives

Based on the responses from our student, staff, and community surveys, student focus groups, and our 3 virtual feedback sessions, we were able to gather the following data:

A

- "My experience with SROs are good. I've never had a problem with them"
- "Truly go above and beyond to build those relationships"
- "The SROs make staff and students feel safe"

B

- "Was not aware SROs existed"
- "Has witnessed SROs being used in a positive way but has also seen SROs used in a negative way"
- "Haven't seen enough data to agree or disagree"

C

- "They serve no positive purpose. They just try and use stereotypes to label us"
- "We need to discuss the implicit bias of some of our staff"
- "Everyone thought that ours were scary. It was the way that they looked"



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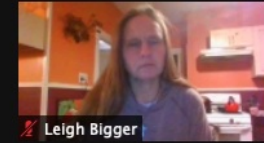
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Stop Video



Participants



Chat



Share Screen



Reactions

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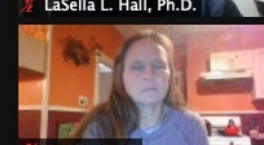
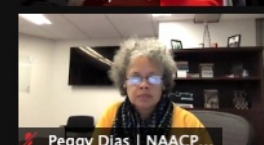
Next Steps

Working Group 1: Review Existing Models

- Research existing models (including the removal of) to identify the:
 - Impact on students, schools, communities
 - Process of program reform or removal
 - Evaluation methods

Working Group 2: Data Analysis Group

- Analyze the collected data to establish:
 - Baseline data framework
 - Trends
 - Limitations
 - Future data collection methods
 - Processes for sharing out Impact and Data currently and into the future.



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- Each group will share their findings in a report format with Superintendent Anderson.
- Superintendent Anderson will review the findings of each working group to inform his own decision-making process and will create a final plan for the NBPS School Resource Officer program.



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THANK YOU

Please contact us at:

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Ojackson@newbedfordschools.org

Or call 508-997-4511 ext. 14154



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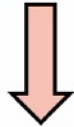
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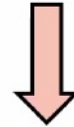


December 2020



Establish Collaborative Working Groups and determine meeting frequency

April / May 2021



Final reports from Collaborative Working Reports shared with Superintendent Anderson

Superintendent Anderson will share his decision and next steps regarding the NBPS School Resource Officer Program.

Dates for Next Steps



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