

Standard II: Management & Operations:

A. Environment Indicator

3. Student Safety, Health, and Social and Emotional Needs

B. Human Resources Management and Development Indicator

1. Recruitment and Hiring Strategies

Evidence / Benchmarks: The following evidence will be used to evaluate the superintendent's progress

A. Social Emotional Learning Curriculum adoption (May 2017)

B. Meeting Agenda and Minutes of SEL Committee Meetings (May 2017)

C. Principals' Professional Learning Community Agendas (May 2017)

D. Diversity Career Fair (February 2017)

E. Diversity Initiative and Framework (May 2017) /Recruitment, Hiring, and Retention Protocols (May 2017)

School Restorative Practices Triangle

PURPOSE

PRACTICE

Repairing Serious Harm

Restorative Conferences

**Intensive
Intervention**

**Managing
Disruptive
Conflicts**

**Restorative
Chats**

**Early
Intervention**

**Developing
Social and Emotional
Capacity, Building
Relationships,
Improving School
Climate**

**Community
Building Circles**

**Prevention
& Skill Building**

Adapted from Brenda Morrison's Whole School Approach

Malden Public Schools

SEL Plan FY18: Restorative Practices

Notes taken from A Restorative Practices Guide
by Candace Julyan and JJ Durham.



Every Student Succeeds Act

- Under federal law ESSA (*Every Student Succeeds Act*), which replaces NCLB (*No Child Left Behind Act*), takes effect at the beginning of the 2017-18 school year.
- One of ESSA's requirements is to promote SEL (social and emotional learning) by implementing an SEL program in preschool through high school.
- Malden Public Schools' plan to meet ESSA's SEL requirement is by adopting, training, implementing, and sustaining Restorative Justice Practices in all schools with all staff/students.

Three Main Restorative Practices

- Tier 1 = Community Building Circles = a foundational practice.
- Tier 2 = Restorative Chats = an early intervention practice.
- Tier 3 = Restorative Conferences = a practice to address serious harm.

Core Elements of Restorative Approaches

- Face-to face encounters.
- Focus on repairing harm rather than receiving punishment for breaking a rule.
- Responsibility taken by the offender for harm to both the victim and the community.
- Development of enhanced understanding for improved future behavior.

Community Building Circles

Tier 1

Purpose: developing social and emotional capacity, building relationships, and improving school culture.

Community building circles are prevention and skill building.

Restorative Chats

Tier 2

Purpose: Managing disruptive conflicts

Restorative chats are early intervention.

Restorative Conferences

Tier 3

Purpose: Repairing serious harm (much more specialized practice used primarily by administrators and counselors).

Restorative Conferences are intensive intervention.

“Training of Trainers” Model

- MPS has partnered with Candace Julyan and JJ Durham, authors of A Restorative Practices Guide.
- This partnership is a year-long professional development plan for adopting, training, implementing, and sustaining restorative justice practices in all schools with all staff/students. All staff members will receive a copy of the book.

Summer 2017

- Form a restorative justice school-based team in all 7 schools.
- Each school-based team will attend a three day training that will provide overviews of each of the tiers of restorative practices, experiential opportunities with each specific practice, time for the creation of an implementation plan specific for each school.

September/October 2017

- Each school-based team will plan and conduct community building circles, take part in restorative chats and restorative conferences, coach sessions in each school for the staff to reflect on these experiences.



November/December 2017

- Each school-based team will attend a two-hour workshop on planning and conducting the school-wide workshop for implementation roll-out.

January 2018

- Each school-based team will conduct school-based workshops to introduce Tier 1 and Tier 2 practices to all staff.
- Each school-based team will conduct school-based workshops to introduce Tier 3 practices to all staff.

January – June 2018

- **Full implementation includes the following:**
 1. Community-Building Circles (Tier 1) taking place in all schools.
 2. Restorative Chats (Tier 2 = when situationally appropriate) taking place in all schools.
 3. Restorative Conferences (Tier 3 = when situationally appropriate) taking place in all schools.
 4. Monthly coaching sessions by consultants.

Resources:

- Book: A Restorative Practices Guide by Candace Julyan and JJ Durham on order for all MPS staff members.
- Article: “The Path to Least Suspensions” published in ASCD’s *Education Update*, March 2017.

Thank-you.





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THE PUBLIC SCHOOLS

CITY CLERK'S OFFICE
MALDEN, MA Malden School Committee

200 Pleasant Street, Malden, MA 02148 Tel.: (781) 397-7204/7205 Fax: (781) 397-7276

www.maldenps.org

December 19, 2016

City Clerk
City of Malden
Government Center
Malden, MA 02148

Notice is hereby given in accordance with Chapter 30A, Sections 21, 22, and 23 of the Massachusetts General Laws that the Social, Emotional and Physical Well-Being Subcommittee of the Malden School Committee will meet on Tuesday, January 3, 2017 at 6:00 p.m. in the Malden Senior Center, 7 Washington Street, Malden, MA 02148.

Shirley Dorai, Clerk



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2017 MAR -3 A 10:53

THE PUBLIC SCHOOLS

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CITY CLERK'S OFFICE Malden School Committee
MALDEN, MASS. www.maldenps.org

March 3, 2017

City Clerk
City of Malden
Government Center
Malden, MA 02148

Notice is hereby given in accordance with Chapter 30A, Sections 21, 22, and 23 of the Massachusetts General Laws that the Social, Emotional and Physical Well-Being Ad-Hoc Subcommittee of the Malden School Committee will meet on Wednesday, March 8, 2017 at 6:30 p.m. in the Malden Senior Center, 7 Washington Street, Malden, MA 02148. The agenda is as follows:

1. Recess Policy -- Ms. Tara Beardsley
2. Update on Visit to Boston Public Schools -- Mr. Marsh and Dr. Grandson
3. Open Circle SEL Curriculum -- Dr. Grandson

Shirley Dorai, Clerk

MINUTES OF THE SOCIAL, EMOTIONAL AND PHYSICAL
WELL-BEING AD-HOC SUBCOMMITTEE MEETING

Wednesday, March 8, 2017

Malden Senior Center, 7 Washington Street

Role Call:

The following attendance was taken:

Mr. Marsh	Present
Ms. Beardsley	Present
Mr. Silverman	Present
Superintendent Grandson	Present
Asst. Superintendent Keenan	Present

Agenda Items:

- Recess Policy - Ms. Beardsley
 - Ms. Beardsley reported that recess is still being taken away from students.. She has heard this from parents. It was also noted that some schools may be citing time constraints as reasons why recess may not have taken place, or may have been shortened. Dr. Grandson and Ms. Keenan noted that this should not happen, with the possible exception of early release days.
 - Dr. Grandson discussed the need to give school personnel more tools to deal with behavior without taking away recess (eg. PBIS, restorative practices, etc
 - Ms. Keenan will address this in the handbook.
 - The subcommittee will get an update on how this is going at its next meeting (3/27/17).
- Update on visit to Boston Public Schools - Mr. Marsh and Dr. Grandson
 - Superintendent and Mr. Marsh visited the Harvard/Kent School (K-5)
 - Sat in one of the 4th grade classrooms during Open Circle.
 - A problem was posed, followed by discussion of steps to take to solve the problem.
 - Mr. Marsh and Dr. Grandson were both impressed by the level of student engagement and willingness to speak openly about difficult subjects.
 - The subcommittee agreed that they would like to see this program implemented consistently across the Malden Public Schools (grades K-4).
- Open Circle SEL Curriculum Overview - Ms. Keenan
 - Ms. Keenan acknowledged a high upfront cost for the Open Circle Program, but noted that, once we train our staff, we will have in-house trainers for sustainability.
 - Ms. Keenan noted that the DESE now mandates that all districts have a SEL curriculum.
 - Ms. Keenan provided a packet of information and spoke about the basic elements of the program
 - Open Circle is a program, but also an approach.
 - Conflict management, problem solving, etc...

- Flows well into restorative justice (which may be used in the upper grades).
- Common language and common set of strategies.
- All staff would be trained to use the model.
- Two 15-minute sessions per week. Minilessons.
- Role playing, strategizing, selected readings.
- Superintendent stated that he is awaiting specific price quote, but is confident we can cover the upfront cost in current year's budget.
 - At the SC retreat in November, the committee approved the superintendent to spend funds on SEL curriculum.
- Mr. Silverman asked what the timeline will be for obtaining program materials and begin training. Dr. Grandson and Ms. Keenan stated that they would like to have programs in hand before the end of the year, and have ideas for how to begin training right away.



CITY OF MALDEN, MASSACHUSETTS

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THE PUBLIC SCHOOLS

Malden School Committee

200 Pleasant Street, Malden, MA 02148 Tel.: (781) 397-7204/7205 Fax: (781) 397-7276

www.maldenps.org

May 11, 2017

City Clerk
City of Malden
Government Center
Malden, MA 02148

Notice is hereby given in accordance with Chapter 30A, Sections 21, 22, and 23 of the Massachusetts General Laws that the Social, Emotional and Physical Well-Being Ad-Hoc Subcommittee of the Malden School Committee will meet on Wednesday, May 17, 2017 at 6:00 p.m. in the Malden Senior Center Gymnasium, 7 Washington Street, Malden, MA 02148. The agenda is as follows:

1. Restorative Justice
2. Presentation by Ms. Candace Julyan

A handwritten signature in black ink, appearing to read "Shirley Dorai", is written over a horizontal line.

Shirley Dorai, Clerk



Dorai, Shirley <sdorai@malDENps.org>

Fwd: SEL (add with handout or booklet) minutes

1 message

Marsh, Emmanuel <emarsh@malDENps.org>

Fri, May 19, 2017 at 1:25 PM

To: Shirley Dorai <sdorai@malDENps.org>

This is from the Wed. Night meeting.

----- Forwarded message -----

From: "Tara Beardsley" <tbeardsley@malDENps.org>

Date: May 19, 2017 10:32 AM

Subject: SEL (add with handout or booklet) minutes

To: <emarsh@malDENps.org>

Cc:

Social emotional learning meeting - **May 17 2017**

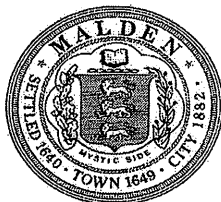
Candice - MHS workshop

Restorative justice

Talking piece

Check in

Guidelines



MALDEN PUBLIC SCHOOLS
77 Salem Street, Malden, MA 02148
Phone: 781-397-6100 Fax: 781-397-7276
www.maldenps.org

Dr. Charles A. Grandson IV, Ed.D.
Superintendent of Schools

Maura Johnson, M.Ed.
Carol Keenan, M.Ed.
Assistant Superintendents of Schools

PPLC Meeting
May 25, 2017
9:00AM

Attendees:

Charles Grandson	<u>CAGIE</u>
Maura Johnson	<u>MJ</u>
Carol Keenan	<u>CK</u>
Rebecca Gordon	<u>Rebecca D. G.</u>
Sue Vatalaro	<u>Absent</u>
Mike Ciampa	<u>MC</u>
Don Concannon	<u>DC</u>
Rich Bransfield	<u>RB</u>
Abdel Sepulveda	<u>AS</u>
Ted Lombardi	<u>TL</u>

Agenda:

1. MPS Professional Development Plan FY 18 under ESSA.
2. MPS Hiring Checklist and Sample Letter of Nomination Format
3. Whiteboard list of vacancies to be posted June 6 due to SC on June 5.
& Pending Letters still to go out.
4. Restorative Justice School-Based Teams (still need Beebe, FW, FD, SW, MHS by 3:00PM today.
5. SEL – Dr. Grandson
6. MPS Diversity Framework/MPS Hiring Protocol – Dr. Grandson
7. Other? —

*thoughts: 1) on successful implementation
2) messaging: Leading*

SEL



Reimagining Diverse and Equitable Schools

Malden Public School District

1st Diversity and Equity Leadership Team Meeting

AGENDA

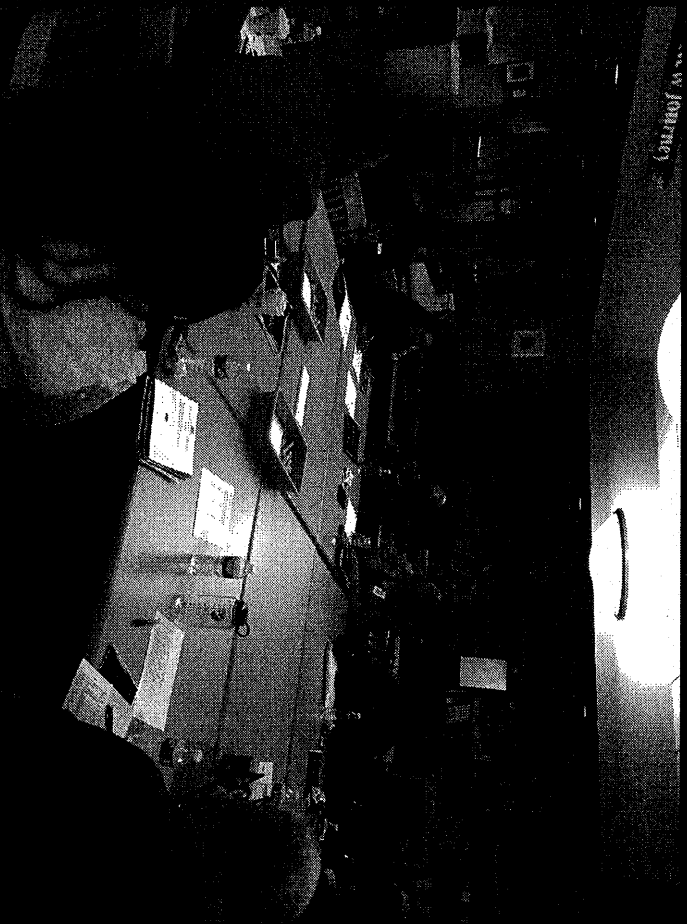
Item	Time	Owner
1. Introductions	5 min	Dr. Grandson?
a. (Brief) vision for this work in Malden)		
b. Each person shares their name and position		
2. Systemic Racism Video	5 min	Rich
3. Racism in Our Teeth	5 min	Daisy
4. Story of Self		
a. Introduction	3 min	Savannah
i. Process from the Weekend		
ii. Tips for writing		
b. Example	2 min	Dr. Grandson?
c. Writing Stories of Self	5 min	
d. Sharing Stories of Self	35 min	Savannah
5. Questions about equity	5 min	Daisy



Malden - RIDES

April 8, 2017

Introduction



- Malden Public School District
- “Most Diverse District in the State”

- 20% African American
- 23% Asian
- 22% Hispanic
- 30% White

Desired Outcome for April 2017:

By April 2017, the equity team will recommend to MPS' School Committee specific next steps for improving equity in Malden and steps for embedding and sustaining a focus on equity and inclusion in MPS so that the work is an organization priority for years to come.

The recommendations may take the form of a report including the following elements:

- (1) Description of the manifestations of inequity and racism in MPS: Racial Narratives;
 - (2) Connection to Mission and Values in Malden Public School District;
 - (3) Recommended actions and concrete next steps;
 - (4) Recommended organizational structures for continued improvement in racial equity --
- Help to organize the equity leadership team to be able to set-up the large-scale work for 2017-2018.

OPENING CONFERENCE

Saturday, October 1, 2016:
8:30-4:00pm

2nd Meeting -

Friday, November 4, 2016
10-11am @ Malden High

4th Meeting -

Friday, January 20, 2017
10-11am @ Forestdale

October 1:
Opening
Conference

October 14

November 4

December 9

January 20

1st meeting -

Friday, October 14, 2016
10-11am @ Linden Academy

3rd meeting -

Friday, December 9, 2016
9-10:30am @ BeeBe School

5th meeting -

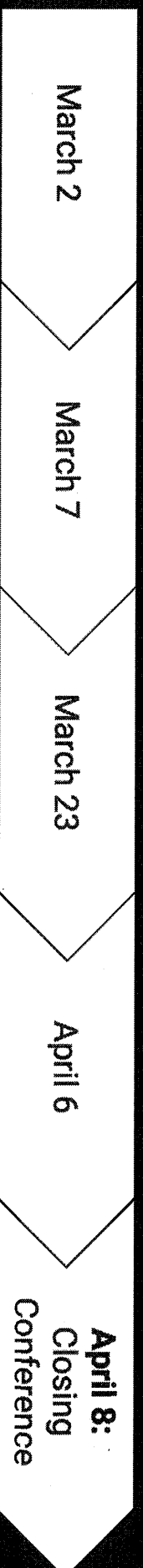
Thursday, March 2, 2017
9-10:30am @ Salemwood

6th Meeting -

Thursday, March 23, 2017
9-10:30am @ Salemwood

Closing Conference -

Saturday, April 8, 2017
8-3:30pm @ Harvard



FOCUS GROUPS with staff of color

in Malden Public School District -
Tuesday, March 7, 2017 from 9-2pm
@ Salemwood

7th meeting -

Thursday, April 6, 2017
9-10:30am @ Salemwood

Stories of US

*"We become the
vehicle for systemic
change."*
-Principal Bransfield

- Student voices
- Teacher voices
- Administration voices



Focus Groups

- *Staff is 91% white*
- *Wanted to better understand the experiences of educators of color*
- *5 focus groups*
- *23 participants*

Low Expectations:

"When [students] go to a particular teacher, she expects them to fail and lets them slide. Whereas when they're in my classroom and a kid gets a 70 when they could have gotten an 80 I'm like – 'No! Come on! We're going to work to get your grade up.' Even my black college professors believed nothing could stop me from achieving my dreams. Whereas the white professors were always looking for back-ups. They always wanted me to have multiple options. But my black professors were like, 'You know what? You're going to pass your MTELs. You're going to finish it. That's your goal and you're going to do it!' That's how I treat my students too."

Vocalized Racism:

"One of my classroom culture things is you mess it up you clean it up. We respect the janitors, call them by their last name. It's not like, 'Oh the janitor will clean it up.' No. So, one kid was vacuuming the rug, and another teacher comes in and says, 'She's getting ready for her future career.' The kid didn't hear it, but she said in front of other kids and in front of me. [...] This person is not an evil person, not bad or ignorant. But in that moment, she was ignorant and racist."

A Vision for the Future:

"I keep hearing something that resonates [...] Whether it's your hair or ties to other countries that requires support for your family - not everyone has the same supports and needs in their life. We need to value that rather than seeing that somehow as skewing from the norm. Recognize the difference and value that person for bringing more not less."

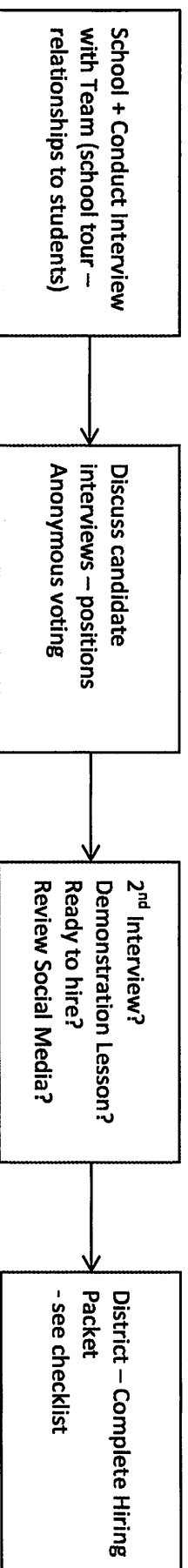
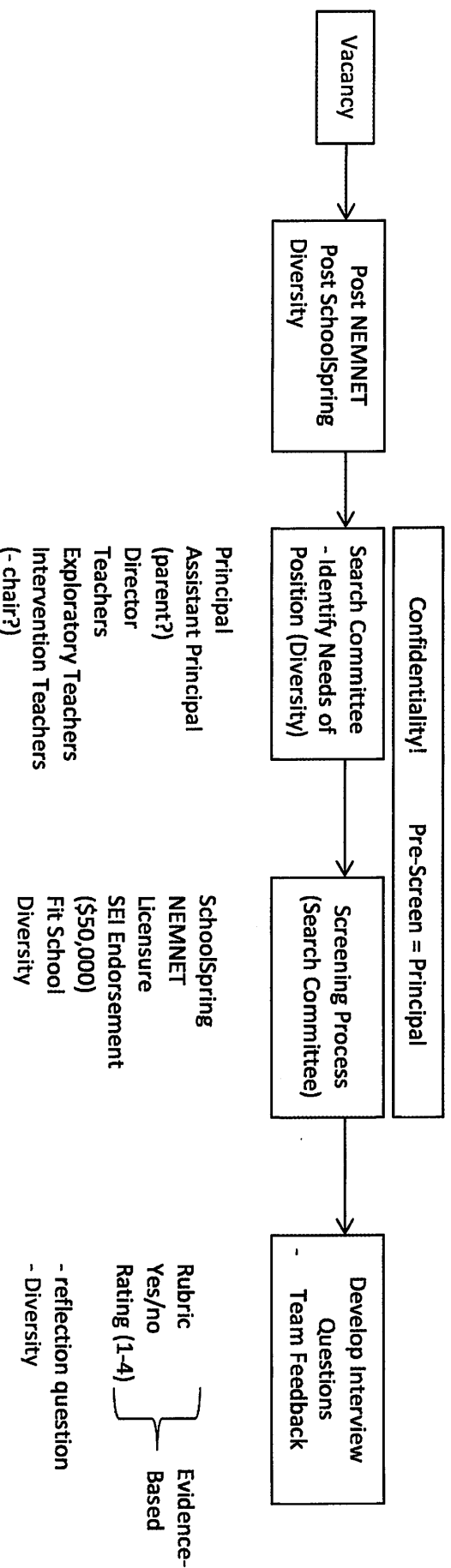
Take-Aways: NEXT STEPS

Understand our targets - goals

1. Signing up for 2nd year of RIDES
2. Who will OWN the work?
3. Socioemotional learning curriculum
4. Equity Dialogues - Courageous Conversations about Race
5. Recruiting for Diversity in Malden

Diversity Initiative: MPS Hiring and Retention Process Map

Developed at Principal Professional Learning Community – 5/11/17



Diversity:

1. Revise Postings to include focus on diversity
2. And add pictures of Malden students
3. Include in Diversity in Interview Questions
4. Emphasize Diversity with Search Committee
5. Compose a diverse Search Committee
6. Throughout the process – attend various career fairs in addition to NEMNET and be prepared to interview candidates on the spot.

**MALDEN PUBLIC SCHOOLS
HIRING CHECKLIST (revised 5-23-17)**

Before any MPS employee can be recommended to the Superintendent for hire, these procedures must be followed by the recommending principal. Please attach this form, with appropriate check-offs and listed documentation below, to the individual's hiring packet before submitting it to Central Office. **No hiring packet will be processed if any of the info below is missing.** Thank you.

NAME (of Potential Employee): _____

Position and School Name: _____

Date: _____

To be completed by the recommending principal:

1. _____ Letter of Nomination in same format as attached sample.
2. _____ Completed Packet from SchoolSpring or NEMNET which includes Applicants' Letter of Interest, Resume, Three Letters of Recommendation, and Official Transcripts.
3. _____ Copy of DESE Licensure (and SEI Endorsement if applicable)
4. _____ Proof of Fingerprinting (not proof of an appointment)
5. _____ Proof of Two Telephone Reference Checks
6. _____ Copy of Driver's License
7. _____ Signed CORI Form (to be processed at Central Office)

****Please do not tell any potential applicant he/she is hired. Please inform him/her you are recommending him/her for hire and that Central Office will contact him/her. No applicant's hiring packet will be submitted to the superintendent for final approval without all of the above listed documentation. Please note that no hiring appointments will be made by Central Office with recommended applicants until we receive results of CORI and results of fingerprinting.**

Thanks.