

P.U.S.H. NEWS

Welcome to the P.U.S.H. (Promoting Unique Success stories of Hillsborough County Public Schools) E-Newsletter from The Office of Diversity, Hillsborough County Public Schools

VOL. 2, ISSUE 2

MARCH/APRIL 2018

Telling Our Story:



Diversity Council



The Office of Diversity instituted a Diversity Council to advise the district on important Diversity, Equity and Inclusion topics. The council has already met twice this year. Topics discussed were the racial equity policy and institutional racism. Members of the council include district employees and community stakeholders. Organizations represented include the NAACP, Equality Florida, Metro Health, The Rotary Club and local pastors. We welcomed Dr. Alberto Vazquez Chief of Staff, who gave a presentation to the council.

Equity Training



New York City Leadership Academy (NYCLA) partnered with the Office of Diversity and the Office of Professional Development in providing equity training. On October 5, 2017 and February 16, 2018, the Superintendent's cabinet members, the Area Superintendents and Board Members participated in an Equity training. The goal of this partnership was to give support to district leadership. NYCLA visited with Area Superintendents to discuss the integration of equity with classroom learning walks.

Equity Courses of Study



The Office of Diversity developed an online module for all employees which contains valuable information regarding the Hillsborough County Public Schools' Racial Equity Policy. The Office of Diversity and the Office of Professional Development design equity courses for district employees. This year's focus has been on training for district leadership. The list of equity courses include Implied Bias, Culturally Responsive Classrooms, Closing the Achievement Gap, and Leading for Equity.

Superintendent's Equity Team



This team meets biweekly to discuss a variety of topics such as academic district disparities, equity training and the racial equity policy. Members of the Superintendent's Equity Team are Superintendent Jeff Eakins, Van Ayres, Harrison Peters, Chris Farkas, Marie Whelan, Tracye Brown, Tricia McManus, Debbie Cook and Minerva Spanner-Morrow.

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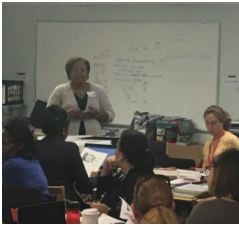
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Our Story Continued:

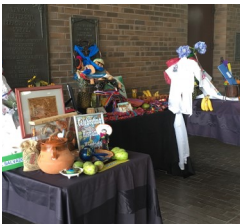


Textbook Committee



The Office of Diversity was invited by the Office of Teaching and Learning to give presentations to the textbook committees, elementary, middle and high school to help revise the textbook selection rubric to include a multicultural lens.

Hispanic Heritage & Native American Heritage Month Diversity Week



For the first time, our District sponsored three events: Hispanic Heritage Month, Native American Heritage Month and Diversity Awareness Week at the Raymond O. Sheldon School Administrative Center before the School Board Meeting. Thank you to our students, parents and employees.

P.U.S.H. stands for Promoting Unique Success stories of Hillsborough County Public Schools. The goal of the newsletter is to highlight a few of the accomplishments and the Diversity, Equity and Inclusion initiatives in this District.

I am happy to announce that our School District and School Board Members were featured in a nationally recognized magazine, The American School Board Journal, the article is "*Fighting Institutional Racism*" highlighting the Racial Equity Policy approved by the School Board in March 2017.

Hillsborough County Public Schools is proud to announce the district's graduation rate has jumped to 82.9%, an all-time record for the district and higher than state graduation rate.



Chief Diversity Officer

The 3.8 percentage point increase over last year highlights the tremendous work by students, teachers and staff in Hillsborough County Public Schools. Because students with a high school diploma earn \$380,000 more during their life times compared to students who don't graduate, this increase has a \$255 million positive economic impact on our community.



Hillsborough County
PUBLIC SCHOOLS
Preparing Students for Life