

NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203



To commit minds to inquiry, hearts to compassion, and lives to the service of humanity.®

To: Board of Education
From: Paul Sally, Superintendent
Date: March 20, 2023
Re: Culture of Belonging – NT 2030 Culture, Climate, and Equity Framework Presentation

The Culture, Climate, and Equity Framework Area has been a focus for each annual plan developed under New Trier 2030. Our work since 2019 has included providing expanded professional development opportunities, developing and implementing department equity goals, starting our work on restorative practices, expanding our hiring practices, and increasing student voice, leadership, and belonging through initiatives such as our Affinity Groups and programming for monthly national observances. In 2021 to keep this work student focused, we began to emphasize our need to be a culture in which every student and staff member felt like they belonged. Using this lens, we have been able to ensure all of our initiatives are focused on the needs of our students and work to provide a culture in which they can belong and thrive.

This month, I have asked Chimille Tillery, our Equity Liaisons, and some students to update the Board and community on our work this year and remind us why this work is important from the student perspective. While we will not present on all of our initiatives in this area, we will be talking about areas that most directly and immediately impact our students including, our Affinity Groups, our monthly programming, the work our departments are doing, and the new work we have started with the school districts in New Trier Township. The slide deck for the presentation is attached to BoardDocs.

I look forward to hearing from our students on Monday and the discussion that will follow.