



To: Harlem #122 BOE

From: Mike Flanagan, incoming Superintendent

RE: Director of Equity and Community Engagement

Date: 5/10/2021

One of the important pieces of work that the District has been doing over the last several years is in the area of equity - which is both an active and reflective area of work. In recognizing and appreciating the multi-year efforts of almost everybody in the district, we must now also plan to support the work that has been done, the Board-level Equity and Social Justice Committee, and to prepare for a continued influx of new staff members that may not have the tools that they need individually or collectively to be sure that we are truly providing an environment and learning platform that works to eliminate bias and division.

Given the resignation of Mr. Jason Blume, we are looking to re-title and appropriate the duties of his position to spearhead the District's equity work moving forward. To that end, we are looking for approval of the revised job description, which Jason and I worked on together. We updated the current duties and responsibilities to reflect the work that he has been doing in this position and to allow space to direct the district equity team, the building teams, and the Board committee.

In addition, there are several other job descriptions that currently report to the Director of Stakeholder Engagement that will need to be updated to now report to the Director of Equity and Community Engagement. There will be no other positions affected, nor will the positions updated with the report to titling above be changed in any other way. The Office of Stakeholder Engagement will not be changed other than the Director title and responsibilities as outlined above.

I have attached a copy of the job description for your review and recommended approval.



*A Community of Leaders*

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