

Equity and Social Justice Committee



February 11, 2026

Goal Statements

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Ensure that education is equitable and relevant for every student.

Interrupt inequities that prevent students from realizing their unlimited potential.

Continue to foster communication between all stakeholders.

School Climate

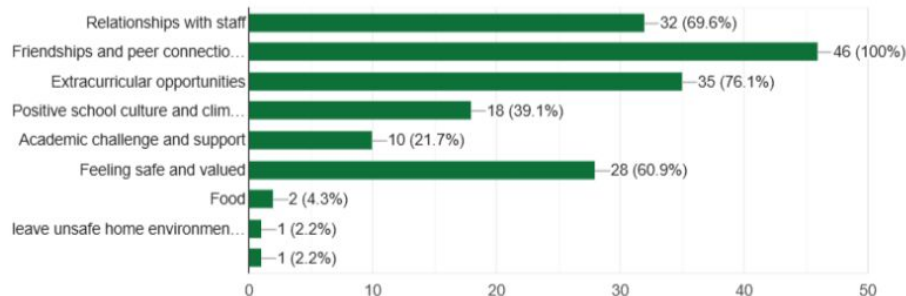


Harlem Middle School

What do you think motivates students to come to HMS each day?

(Check all that apply)

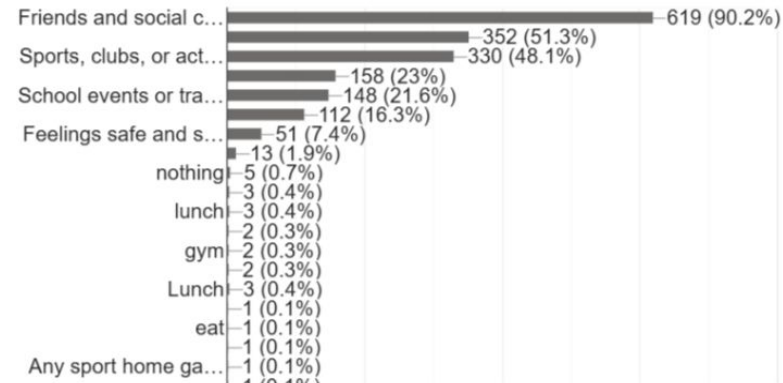
46 responses



3. What are the top three reasons you want to come to school? (Select up to 3)

[Copy chart](#)

686 responses



4 PILLARS IDEAS

Emotional Safety

Creating a "brave space or safe space" where students feel safe to fail

Relationships

Spend 2 minutes a day for 10 days talking to a "tough" student about anything except schoolwork
Greeting students at the door by name
Restorative conversations

Teaching and Learning

Giving students a seat at the table (ex. student advisory board, jobs/roles)
Measuring success through climate surveys

Environment

Lighting, cleanliness, and "calm-down corners"
Clear, predictable routines and shared language

Loves Park Elementary

Highlights for Students:

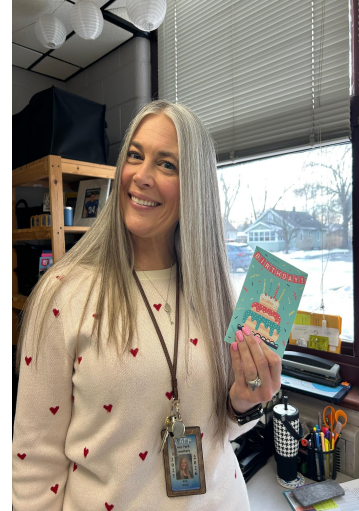
- Paw-Mart
- Trimester Assemblies
- Student Birthday announcement

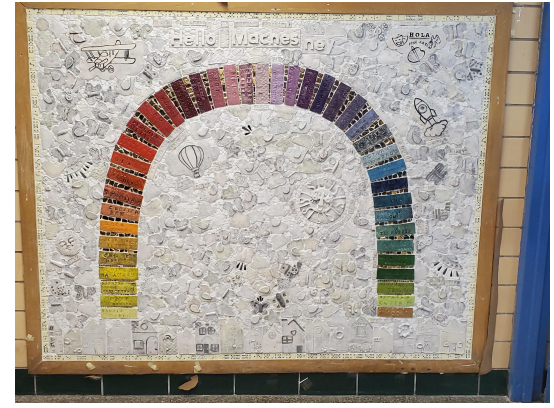
Highlights for Staff:

- Birthday card with gift card to favorite restaurant
- PTO Appreciations
- Staff Celebrations

Highlights for Families:

- Monthly Food Celebrations
- Family Literacy Night
- Family Reading Night





Machesney Elementary

- Staff Celebrations
- Student celebrations/Trimester Assembly
 - PBIS & Skymall
 - PTO family activities
 - Community mural

Maple Elementary

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Working to honor students, staff, and families as we move toward the closure of Maple School



Additional School Store dates added

Encouraging field trips for each grade level

Free skating night

Family dances with extra treats


May 18th - Block Party BBQ for families, alum, former staff

Marquette Elementary

February



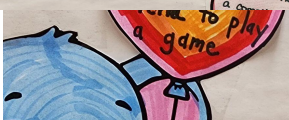

School Climate!

*Is how our school feels when we are Kind, safe, and work Together!



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Activity: Elephant Sized Kindness

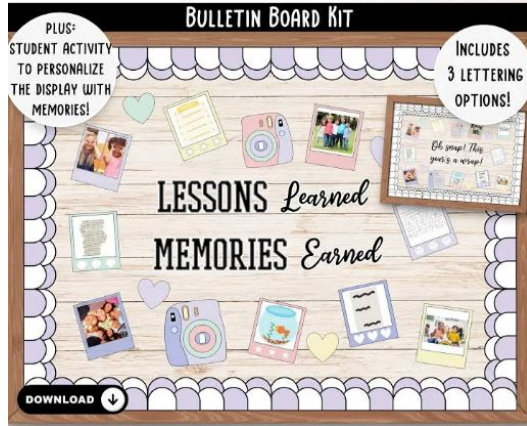


Step Into My Shoes Activity

Marquette - Sense of Belonging Survey - Update

- 1a. I like coming to school (😊 62% -- 😐 30% -- 😞 8%)
- 1b. I like coming to school (😊 59% -- 😐 35% -- 😞 6%) Decrease
- 2a. I have friends at school (😊 84% -- 😐 13% -- 😞 12%)
- 2b. I have friends at school (😊 89% -- 😐 10% -- 😞 1%) Increase
- 3a. Students are nice to me (😊 58% -- 😐 36% -- 😞 5%)
- 3b. Students are nice to me (😊 58% -- 😐 39% -- 😞 3%) Increase
- 4a. My teacher cares about me (😊 92% -- 😐 5% -- 😞 2%)
- 4b. My teacher cares about me (😊 93% -- 😐 6% -- 😞 1%) Increase
- 5a. I feel safe at school (😊 75% -- 😐 17% -- 😞 8%)
- 5b. I feel safe at school (😊 80% -- 😐 17% -- 😞 3%) Increase
- 6a. I get along with my classmates (😊 68% -- 😐 28% -- 😞 4%)
- 6b. I get along with my classmates (😊 69% -- 😐 27% -- 😞 4%) Increase

Olson Park Elementary



Olson Park T shirts for all
Build your own OP Eagle
Family Dance
Talent Show
End of the year Family Picnic
Huge Funfair - Everything Free

Lessons Learned, Memories Earned

Directions: Draw a picture and write a sentence (or more) about your favorite memory at Olson Park Elementary School.

A large empty rectangular box for drawing and writing.

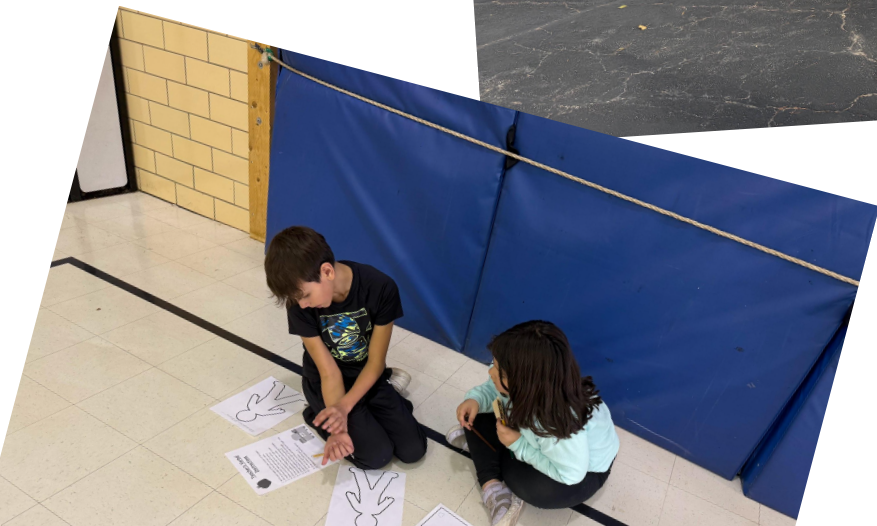
Dress up Days
Staff Celebrations
Trimester Celebrations
Planetarium Assembly



Ralston Elementary



Rock Cut Elementary



Windsor Elementary

