



# Finding Equity Through Collaborative Team Approaches

Brockton Public Schools

March 5, 2022

# Thankful to be at the 8<sup>th</sup> International Conference of Immersion and Dual Language Education

- Kellie Jones, Director of Bilingual Education, Brockton Public Schools
- Kim Gibson, Brockton Education Association President, Brockton Public Schools
- Video submission by Debbie Zacarian, Author of Beyond Crises, Overcoming Linguistic and Cultural Inequities in communities, Schools, and Classrooms
- Video submission by Lydia Breiseith, Colorin Colorado







# Moment of Silence to Reflect on Covid-19 Pandemic

- As of February 22, 2022
  - 5.89 Million Deaths Worldwide
  - 935,000 Deaths in the United States
  - 23,109 Deaths in Massachusetts
  - 4,350 Deaths in Utah
  - 543 Deaths in Brockton
- Families, Students, and Educators have forever been impacted by the pandemic





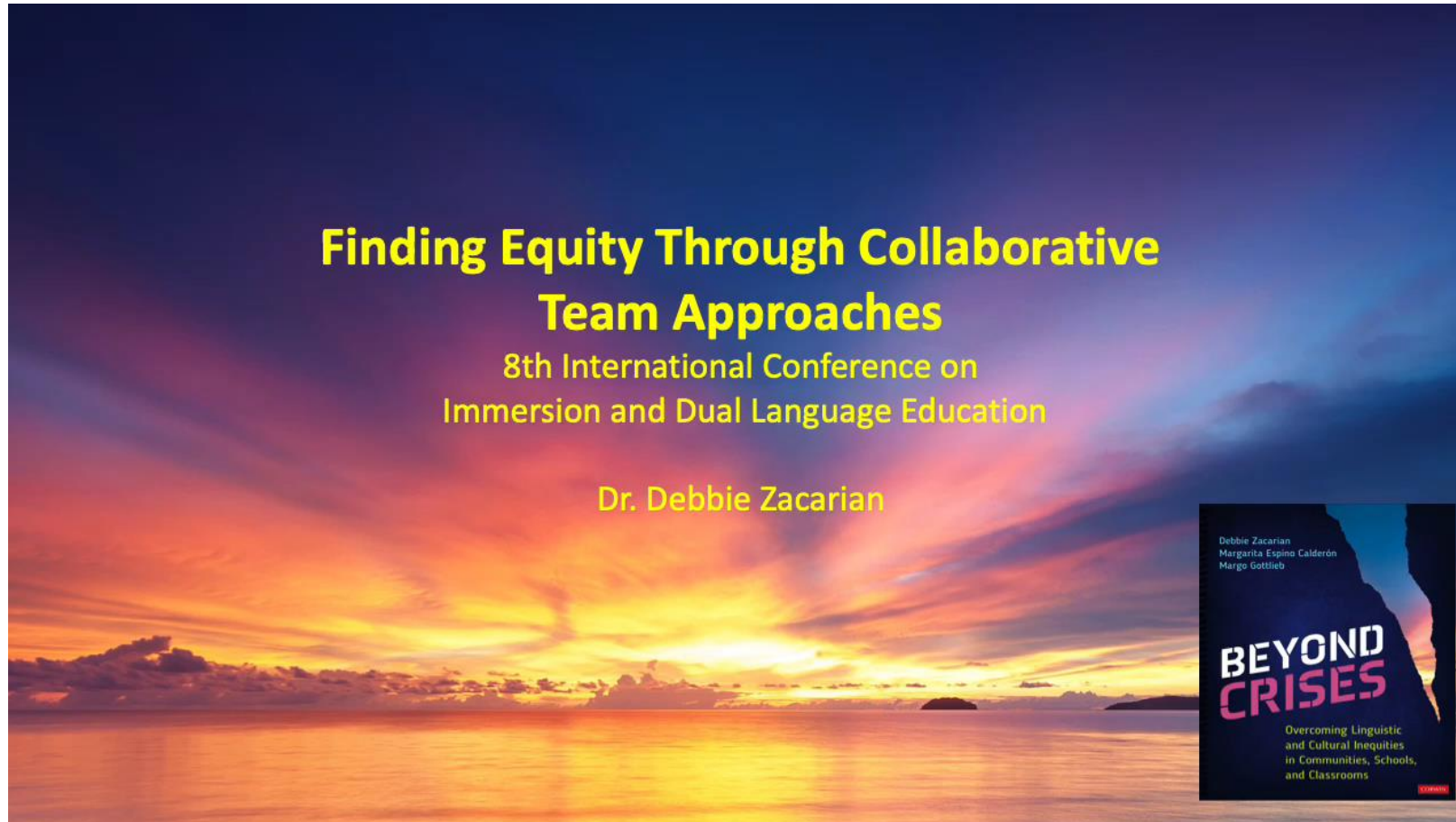
# Land Acknowledgement

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- **We want to acknowledge that we gather today on the traditional land of the Shoshone, Paiute, Goshute and Ute Native American Peoples past and present, and honor with gratitude the land itself and the people who have stewarded it throughout the generations. This calls us to commit to continuing to learn how to be better stewards of the land we inhabit as well.**



# Welcome Introduction by Dr. Debbie Zacarian, Author of Beyond Crises: Overcoming Linguistic and Cultural Inequities in Schools and Classrooms

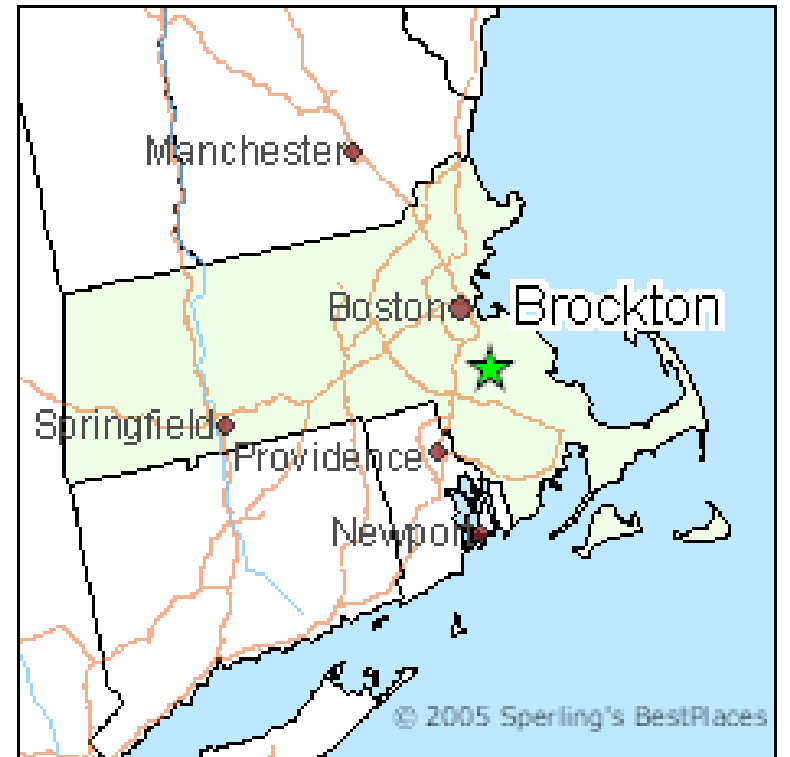


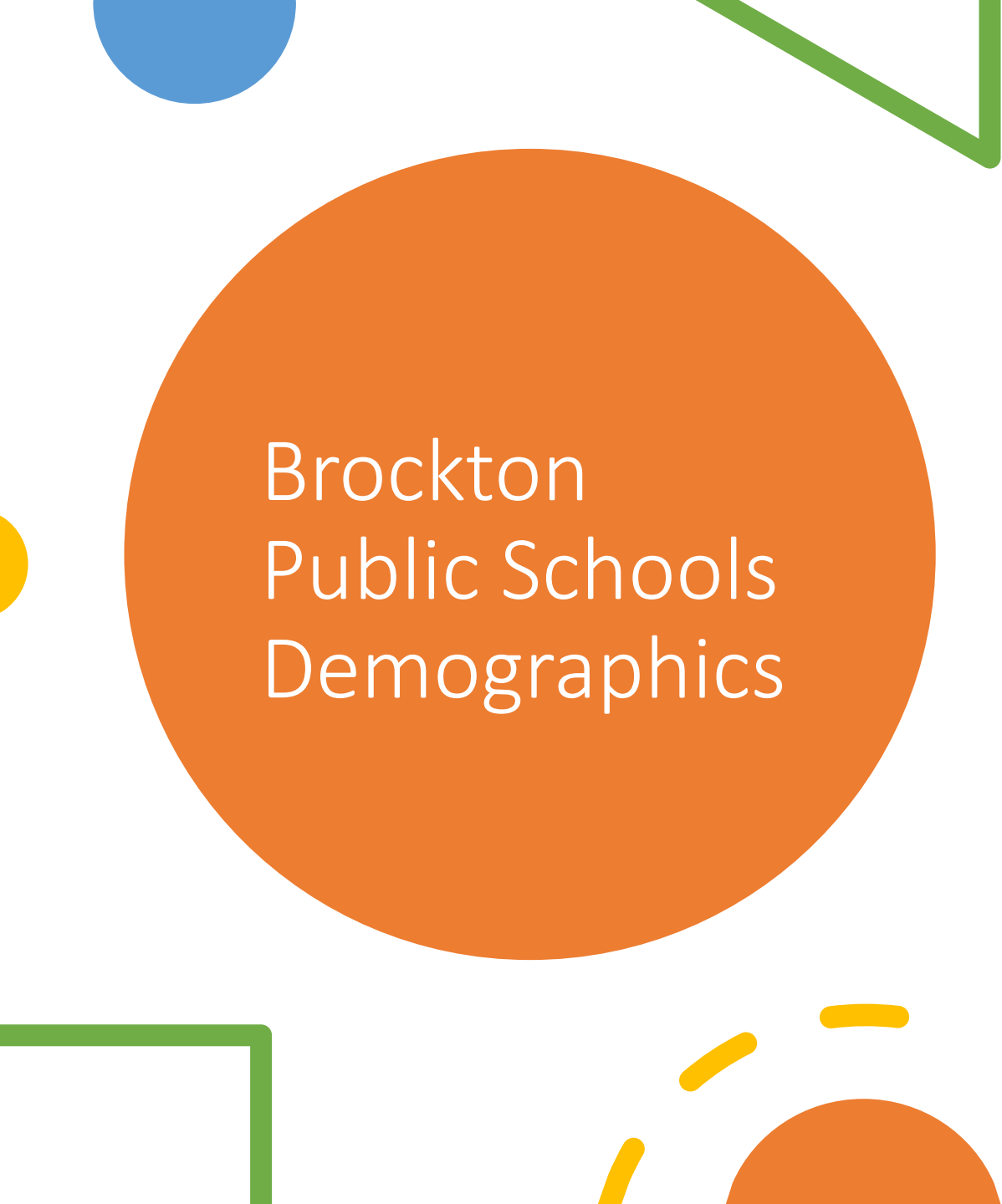
# Brockton, Massachusetts

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- Known as the City of Champions
- Diverse Gateway City
- 2020 Population of 105,643
- Shoe City – 19<sup>th</sup> Century, America's largest producers of shoes
- On October 1, 1883, Brockton became the first place in the world to have a three wire underground electrical system and Thomas Edison threw the switch to activate it
- Home to the first department store Santa Clause in the United States in December 1890.
- Home of Rocky Marciano, undefeated heavyweight boxing champion from 1947-1955

## Massachusetts





# Brockton Public Schools Demographics

- 15,265 Students
- 76.4% Low Income
- 44.7% of FLNE (First Language Not English)
- 28.7% ELL
- 16.7% Students with Disabilities
- 59.5% African American
- 19.2% Hispanic
- 14.4% White
- 4.7% Multi-Racial
- 1.8% Asian
- .2% Pacific Islander
- .1% Native American

# Multilingual Learners in Brockton

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- 4,318 English Learners (ELs)
- 31 Countries of Origin
- 37 Languages
  - 47.2% Cape Verdean
  - 21.8 % Spanish
  - 17.7% Haitian
  - 7.5% Portuguese
  - 1.7% French





# Planning for Equity for Multilingual Learners

- This monolingual, English-only approach has stripped many of these students of their emerging bilingualism and failed to set them up for academic or professional success. English Learners graduation rates are lower than the national average, as well as the rates of almost every other student group: across the country, in the 2018–19 school year, the four-year high school graduation rate for current ELs was 69 percent, compared to the national four-year high school graduation rate for all students, which was 86 percent.

From The Century Foundation



# Equity in Dual Language Programming

- District Capacity Project
- Began in 2012 – representatives from the Brockton Public Schools, the Brockton School Committee, and the Brockton Education Association
- Goal - to improve student achievement and success through labor-management collaboration. The lead agency for the DCP is the Rennie Center for Education Research and Policy.
  - *Vice Chair, Brockton School Committee*
  - *Superintendent*
  - *Brockton Education Association President*
  - *Deputy Superintendent of Operations*
  - *Deputy Superintendent of Learning and Teaching*
  - *Executive Director of Human Resources*
  - *ESL Teacher and BEA Vice-President*
  - *Director of Grants and Development*
  - *Department Head of Bilingual/ESL Services (K-8)*
  - *Director of Bilingual Education*
  - *District Capacity Project Facilitator*







## Equitable Design Principles of District Capacity Project

- Collaborative Problem-Solving
- Stakeholders from Multiple Perspectives
- Multilingual Learners at the Center
- Asset-Based Approaches
- Community/Family Input
- Identify and interrupt Potential Barriers





# Community Survey Conducted

- If a Dual Language Program were Available to my Child I would Enroll in the Lottery.
- Translated into Portuguese, Spanish, French
- Open Houses
- Title I Breakfasts
- Parent's Academy Events
- Staff Survey
- Brockton Public Schools Website

	Number
Yes	1502
No	269
Maybe	550
Not Applicable	205



On a scale of one to five, one being least interested and five being most interested, what is your interest in a dual language program for Portuguese and English?

<b>Spanish</b>	<b>3.799-4.37</b>
<b>Portuguese</b>	<b>2.44-4.37</b>
<b>French</b>	<b>2.95-4.37</b>

# Planning for Dual Immersion Programming



STAFFING, SCHEDULE &  
ORGANIZATIONAL  
STRUCTURE



CURRICULUM



COMMUNITY OUTREACH  
& INTERNATIONAL  
CONNECTIONS



FUNDING

# Partnerships

## Institutional

- Bridgewater State University
- Massachusetts Association of Teachers of Speakers of Other Languages (MATSOL)
- Utah State Department of Education
- Cape Verdean Association of Brockton
- South Shore Haitians United for Progress

## International

- Consulate General of Portugal in Boston
- Consulate General of Brazil in Boston
- Consulate General of Cape Verde in Boston
- Consulate General of France in Boston
- Consulate General de la Republique D'Haiti a Boston
- Consulate General of Quebec in Boston

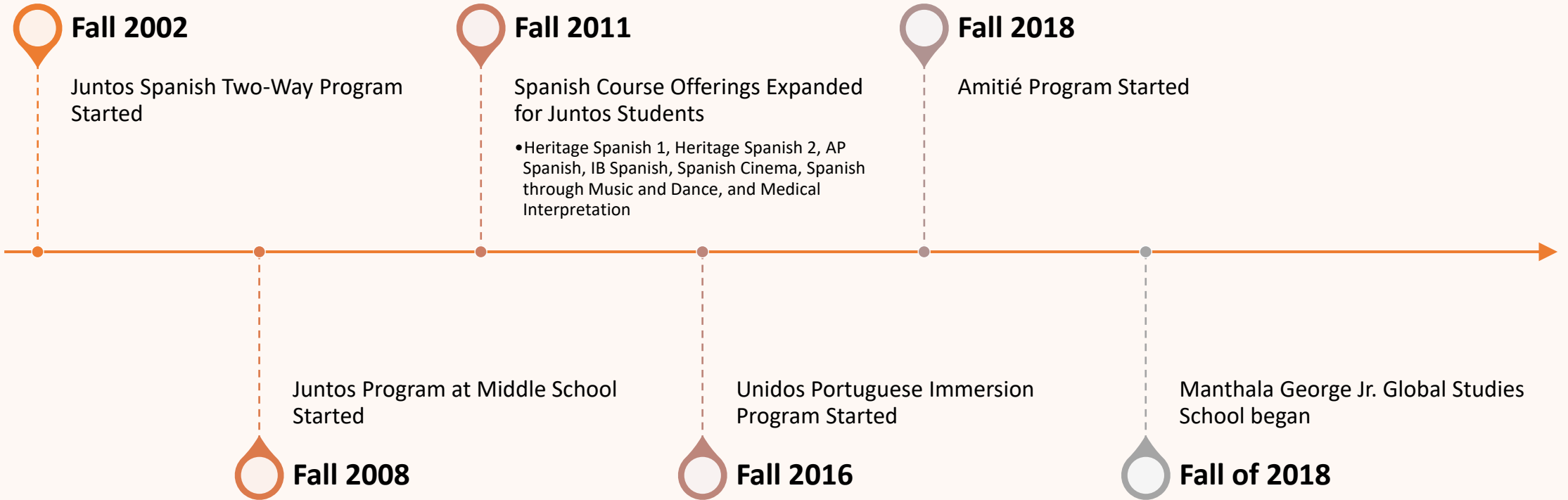
## Community/Business

- Marvelous Cuts
- Finishline Automotive
- Tech Medix
- Southern Zone HVAC, Inc.
- Funerarias Multiculturel
- Easton Auto Body
- Mass Best Motors, Inc.



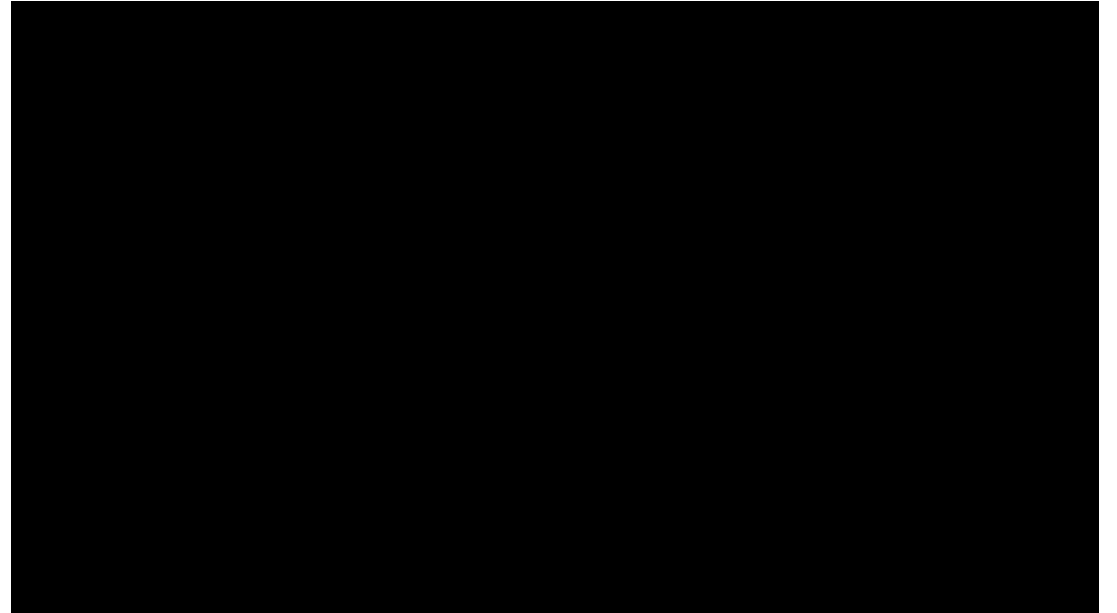


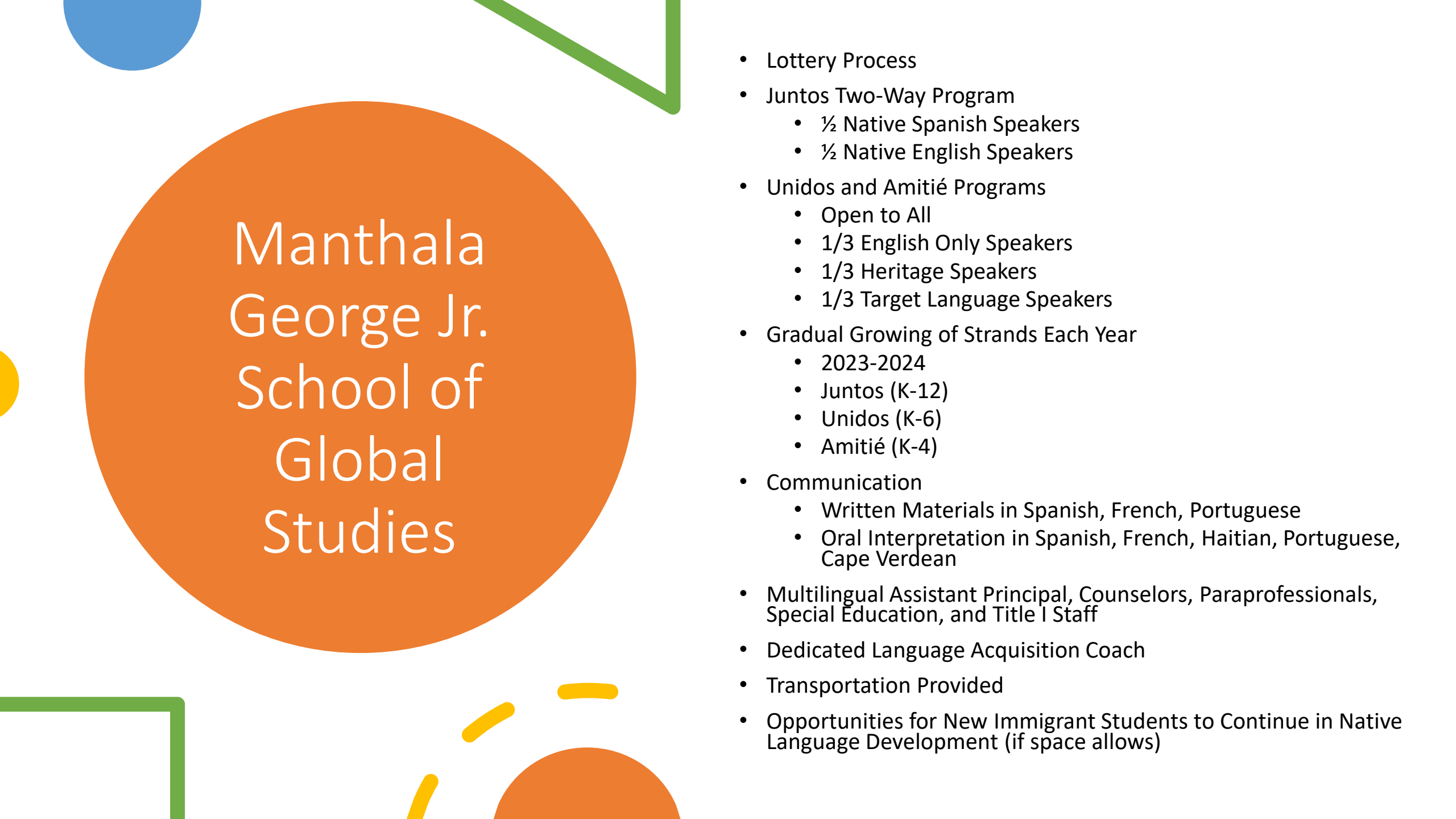
# Dual Immersion Milestones





# Manthala George Jr. School of Global Studies – United Together in Friendship

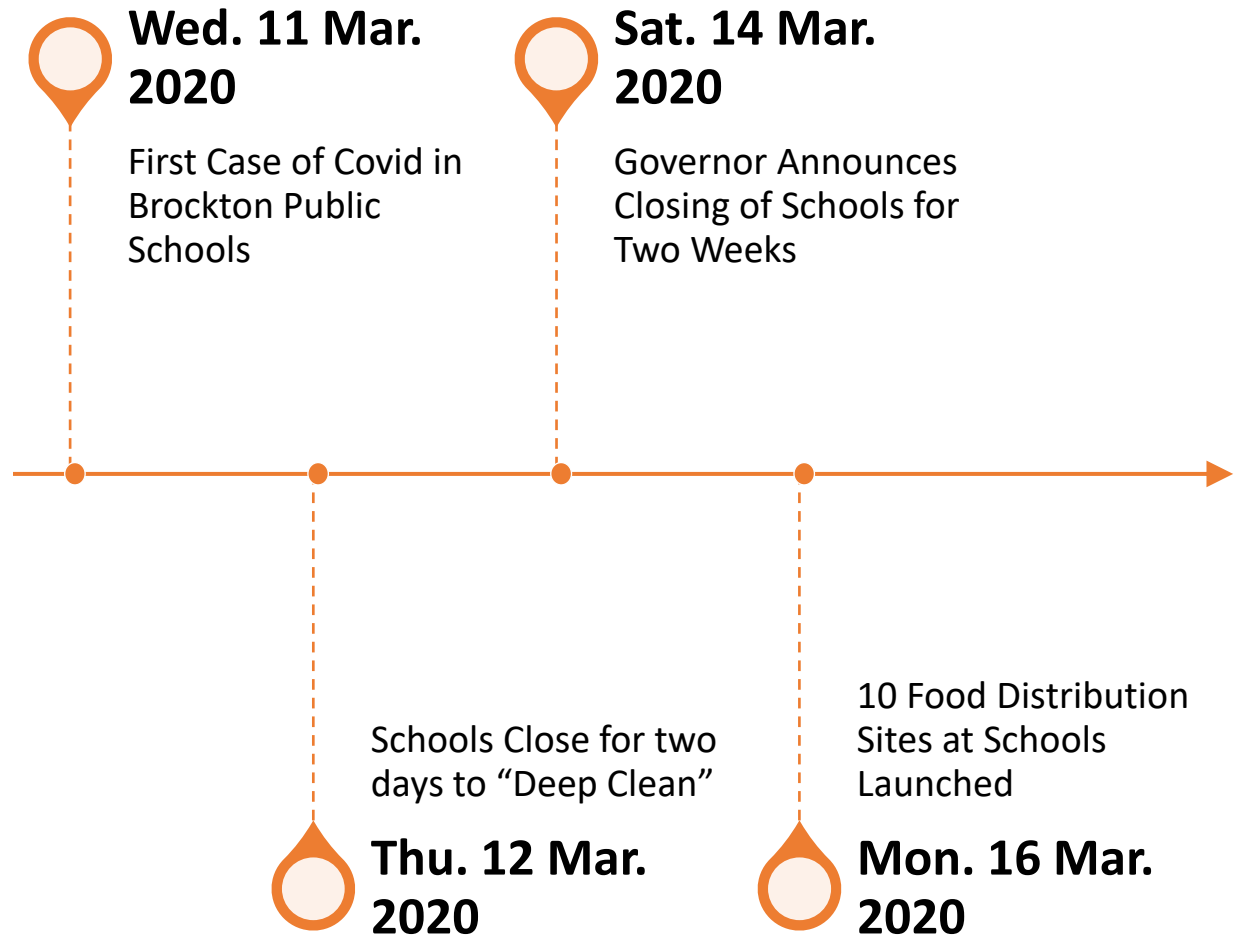




# Manthala George Jr. School of Global Studies

- Lottery Process
- Juntos Two-Way Program
  - ½ Native Spanish Speakers
  - ½ Native English Speakers
- Unidos and Amitié Programs
  - Open to All
  - 1/3 English Only Speakers
  - 1/3 Heritage Speakers
  - 1/3 Target Language Speakers
- Gradual Growing of Strands Each Year
  - 2023-2024
  - Juntos (K-12)
  - Unidos (K-6)
  - Amitié (K-4)
- Communication
  - Written Materials in Spanish, French, Portuguese
  - Oral Interpretation in Spanish, French, Haitian, Portuguese, Cape Verdean
- Multilingual Assistant Principal, Counselors, Paraprofessionals, Special Education, and Title I Staff
- Dedicated Language Acquisition Coach
- Transportation Provided
- Opportunities for New Immigrant Students to Continue in Native Language Development (if space allows)

# March 2020 – The World Changes







# Established Collaborative Structures

- Superintendent – Mayor - Union President
- Superintendent – Director of Bilingual Education
- Superintendent – Director of Special Education
- Director of Bilingual Education
  - Community Facilitators and ELL Parent Advocates
  - Communications Director
  - Food Services Director
  - Coordinator of Nursing
  - Coordinator of Counseling
  - Principals
  - Curriculum Leaders

April 2020 –  
Deploying  
Multilingual  
Resources

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11 Bilingual Community Facilitators

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3 ELL/Immigrant Parent Advocates

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Multilingual Counselors

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Multilingual Nurses

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Technology Deployment

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Comcast Internet Essentials

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3000 MiFi Devices



# Brockton's Story in Colorin Colorado

- **Leadership and Collaboration**
- That leadership support also comes from the local teachers' union, the Brockton Education Association. President Kimberly Gibson has worked closely with district leadership to provide different kinds of supports for teachers and staff, such as restructuring English language coaching positions to accommodate more flexible schedules. The union and district have also collaborated with community partners such as the Brockton Police Department to distribute gifts, gift cards, and winter coats around the holidays. And she and Superintendent Thomas have worked closely throughout the pandemic to address staffing issues and challenges that have continued to arise as schools are under increasing pressure over the long-term.
- <https://www.colorincolorado.org/article/partnering-multilingual-families-brockton-ma-during-covid-19-team-approach>



Everyone has  
a story. This  
is ours.

- <https://www.youtube.com/watch?v=UpxvJsMAtu8>

