

**HACKENSACK BOARD OF EDUCATION'S RESOLUTION TO  
COMMIT TO ANTI-RACISM AND CULTURAL PROFICIENCY IN  
HACKENSACK PUBLIC SCHOOLS**

**Whereas** the Hackensack Board of Education celebrates the diversity and intersectionality of all of our students and staff in order to ensure equality, equity, and justice for all people. Therefore, we stand against racism and discrimination, and support anti-racism and the underrepresented, while acknowledging intersectionality. We commit to taking specific steps to address bias and increase cultural proficiency among our school community. We recognize that we still have tremendous work to do in this area. As such we are committed to reviewing/revising policies, procedures and practices to ensure that they reflect the district's core beliefs of equity and access for all students.

**Whereas** the Hackensack Board of Education believes that all staff and stakeholders throughout the community must work together to dismantle systems that do not promote inclusivity in all Hackensack Public Schools so that all students learn well in a supportive and welcoming school environment.

**Whereas** the Hackensack Board of Education believes that it takes the entire community (all stakeholders) to dismantle any systems that do not promote inclusivity and high expectations in all Hackensack Public Schools so that all students learn well in a supportive and welcoming school environment, and that the achievement gap (currently reflected in our data) closes for English Language Learners and African American, Hispanic, Latinx, and Special Education students, believing that all students can learn well if they are taught well.

**Whereas** the Hackensack Board of Education believes that empowering and educating students and staff to be equipped to dismantle racism and discrimination by becoming knowledgeable about themselves and others as it relates to beliefs that are counterproductive to becoming Culturally Proficient.

**Whereas** the Hackensack Board of Education believes that current trustees and future trustees engage in lifelong learning about Cultural Proficiency and Anti-Racism in order to revise and adopt policies that support beliefs centered on inclusivity, equity, and equality in education.

**Whereas** the Hackensack Board of Education presents the following resolutions to support the Hackensack Public School District's belief to be a model for Equity, Diversity, and Anti-Racism and allocates funding that prioritizes actions to support these resolutions, hereby directing the Superintendent to oversee and monitor the following resolutions.

**Be it resolved** that the Hackensack Board of Education continues to maintain an active Affirmative Action Committee to examine policies that support Equity and Equality and eradicate anything that is against such by adopting revisions.

**Be it resolved** that the Hackensack Board of Education continues to support actions as it relates to N.J.A.C. 6A: 7: *Managing for Equality and Equity in Education*, and it monitors the actions of the Superintendent, Assistant Superintendents, Affirmative Action Officer, Administrators, et al to provide systemic training on becoming a Culturally Proficient learning institution.

**Be it resolved** that the Hackensack Board of Education acknowledges the District's most recent designation of being named a High Performing School District as noted by the New Jersey Department of Education's QSAC evaluation and requests an action plan from the Curriculum Office in collaboration with all Hackensack Schools' Leadership to further enhance culturally relevant instruction aligned to NJSLS by examining all curricula and revising relevant guides to better facilitate said instruction and align with state mandates to include contributions of LGBTQ and people with disabilities, as well as further infusion of the Amistad Act.

**Be it resolved** that the Hackensack Board of Education requests the Supervisor of Career and Technical Education (CTE) and the Curriculum Leadership team investigate a CTE teacher prep program for our students to in-turn recruit back to Hackensack. This would include a three course sequence and all the elements of a CTE program.

**Be it resolved** that the Hackensack Board of Education requests that the High School and Middle School Guidance Departments coordinate efforts to investigate (in 2020/21) the creation of a transition plan for 2021/22 that enables SAT and other testing preparation to begin in seventh grade and that enrollment in advanced courses represent the demographics of our students proportionately.

**Be it resolved** that the Hackensack Board of Education requests that during the 2020/21 school year that all Principals, Assistant Principals, and the Anti-Bullying specialists explore Restorative Justice programs and make a recommendation with an action plan for implementing Restorative Practices in all Hackensack Public Schools to begin in the 2021/22 school year.

**Be it resolved** that the Hackensack Board of Education support grassroots, school activities such as the current *Race Matters* group, to further sustain culturally relevant initiatives and ensure high academic progress for all students.

**Be it resolved** that the Hackensack Board of Education approves the District Educator Advisory Committee (Ad Hoc of the Affirmative Action Team) to create a Mission, a Vision, Belief Statements, and Goals to support the Superintendent in addressing the critical academic needs of all students.

**Be it resolved** that the Hackensack Board of Education approves the Superintendent and Personnel Subcommittee to create an action plan that supports increased diversity and

inclusion by identifying ways to improve outreach and recruitment during our hiring process with the goal of promoting an increase in the diversity of applicants for employment positions.