



# 1000 COMMUNITY RELATIONS

Click below to view policies regarding Community Relations.

## > 1110 School-Sponsored Publications

### Newsletters, Bulletins

The Superintendent of Schools may, at various times during the school year, publish and distribute to parents or to the general public, newsletters or bulletins concerning any phase of the operation of the schools. A brief outline describing the curriculum to be covered in a given grade or class shall be made available to all parents at the beginning of the year.

### Superintendent's Annual Report

The Superintendent of Schools shall prepare and have published on or before November first of each year an annual report with respect to the progress, the conditions, and the needs of the schools, with recommendations as to plans for future development and continuous progress.

A written record of Board votes shall be available for public inspection within 48 hours of a Board meeting, excluding Saturdays, Sundays, and legal holidays. Board minutes shall be available in unapproved form within seven days of a Board meeting, excluding Saturdays, Sundays, and legal holidays.

Board minutes are unofficial until approved by the Board of Education.

Legal Reference: Connecticut General Statutes:

1-13 Making of reproductions

1-14 "Certified copy" defined. Evidence.

1-16 Reproductions.

1-17 Reproductions to serve purposes of originals.

1-212 Copies of public records. Fees.

1-225 Meetings of government agencies to be public. Recording of votes. Schedule and agenda of meetings to be filed and posted on websites. Notice of special meetings. Executive sessions.

10-220 Duties of Boards of Education.



Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1111 School Directory of Personnel**

Any school may develop a personnel directory subject to the following conditions:

1. The school personnel directory will be distributed only to those governmental agencies and other school-related parties which have been authorized by the Superintendent.

2. Under no circumstances will the school personnel directory be distributed for political or commercial use.

(cf. 1260 – Access to School Procedures and Materials)

(cf. 4120 – Personnel Records)

(cf. 8360 – Board/School District Records)

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1112 Public Press, Radio and Television**

The Superintendent of Schools may make use of such other media as deemed necessary, such as the Internet, radio, television, and videos, to inform the public about the operation of the schools.

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1113 School News Releases**

## Newspaper Releases

Information concerning any phase of the schools' operation may be made available at all times to all metropolitan and local newspapers and other periodicals. With the exception of activities of the Board of Education, the authority to issue newspaper releases that have town-wide policy significance concerning the schools shall be vested in the Superintendent of Schools. Legal

Reference: Connecticut General Statutes:

1-210 Access to public records. Exempt records.

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > 1120 Public Comment at Board of Education Meetings

All regular meetings of the Board of Education shall be open to the public. Time shall be reserved at the beginning and end of each meeting of the Board of Education for comments from visitors.

Legal Reference: Connecticut General Statutes:

1-225 Meetings of government agencies to be public. Recording of votes. Schedule & agenda of certain meetings to be filed & posted on websites.

Notice of special meetings. Executive sessions.

1-226 Recording, broadcasting or photographing meetings.

1-230 Regular meetings to be held pursuant to regulation, ordinance or resolution.

1-232 Conduct of meetings.

1-206 Denial of access to public records or meetings.

10-238 Petition for hearing by board of education.

Adopted: October 19, 1987

Reviewed: December 19, 2006

Reviewed: February 6, 2018

## > 1121 Board of Education Communication with the Public

New avenues should continually be sought to improve relations and communications with all segments of the community and to expand contacts with audiences not typically reached.

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > 1130 Use of Students – Fund Raising for Non-School Purposes

West Hartford Public Schools receive requests for permission to solicit help of various kinds from many service and civic organizations. While the Board recognizes the need of such organizations, the incursion in student and staff time makes it impossible in general to grant such permission.

Each school may choose to recognize service organizations as the recipients of its efforts.

(cf. 1312 – Soliciting Funds From and By School Personnel)

(cf. 1324 – Soliciting Funds From and By Students)

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1210 School–Community Associations; Parent–Teacher Groups**

The school administrators shall be encouraged to work with the parent-teacher groups at all times in their programs, to attain the very best understanding and cooperation between the home and the school.

The Board of Education encourages active support of and cooperation with school community organizations.

Among the many services which such associations can offer, the Board of Education especially endorses support for parent/citizen volunteer programs in our schools.

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1220 Citizens' Advisory Committees for the Board of Education**

The Board of Education may create, from time to time, special advisory committees charged with the responsibility for investigating educational issues which, by virtue of their importance to society as a whole and the community in particular, have an impact on longterm growth and development of the schools of this district.

Committees are expected to report their study results and recommendations in writing to the Board of Education. Additionally, it may be desirable for committees to exchange views with the Board informally, from time to time, during their study. When a committee's final written report has been received, the Board of Education may review it with the committee members in a public meeting. Final action on committee recommendations rests with the Board of Education.

(cf. 1230 – Public Complaints)

(cf. 5730 – First Amendment Rights (cf. 6235 – Controversial Issues)

(cf. 6420 – Equipment, Books, Materials: Provision/Selection)

Legal Reference: Academic Freedom Policy (adopted by Connecticut State Board of Education, 9/9/81)



Adopted: November 4, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018



## ✓ 1230 Public Complaints

Persons making complaints shall be referred to the most immediate level at which the problem can be resolved.

The Board advises the public that the proper channeling of general complaints is as follows:

1. Teacher
2. Principal
3. Assistant Superintendent
4. Superintendent
5. Board of Education

### Complaints Regarding Instructional Materials

In cases where the criticism involves approved materials, the Superintendent shall establish a procedure which includes a process by which the complaint will be investigated. In all cases the decision to retain or reject such materials shall be made on the basis of whether or not the material has literary or social value.

(cf. 1220 - Citizens Advisory Committees)

cf. 5730 - First Amendment Rights)

(cf. 6235 - Controversial Issues)

(cf. 6420 - Equipment, Books, Materials: Provision/Selection)

### Legal Reference:

Keyishian v. Board of Regents, 385 U.S. 589, 603 (1967)

President's Council, District 25 v. Community School Board No. 25, 457 F.2d 289 (1972), cert. denied 409 U.S. 998 (1976)

Minarcini v. Strongsville City School District, 541 F.2d 577 (6th Cir. 1976)

Board of Education, Island Trees Union Free School District No. 26 v. Pico, 457 U.S. 853 (1982)

Academic Freedom Policy (adopted by Connecticut State Board of Education, 9/9/81)

Connecticut General Statutes 10-238 Petition for hearing by board of education

Adopted: February 6, 1989

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > 1240 Visits to Schools

The Board of Education and staff of the school district welcome and strongly encourage members of the community and other interested persons to visit the schools.

The Superintendent of Schools is authorized to establish such regulations as will:

1. Encourage visitors to observe our schools.
2. Require all visitors to register in the office of the Principal upon their arrival at the school.
3. Ensure student safety.
4. Ensure that the orderly process of school activities is not disrupted.



The Principal or his/her designee shall have complete authority to exclude from the school premises any persons whom he/she has reason to believe are disrupting the educational programs in the classroom or in the school, are disturbing the teachers or students on the premises, or whom the Principal believes are on the premises for the purpose of committing an illegal act.

(cf. 8120 - Limits of Authority)

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1241 Loitering or Causing Disturbance**

Any person is guilty of loitering on school grounds when he/she remains in or about a school building or grounds, without any relationship involving custody of or responsibility for a student or any other license or privilege to be there. For this reason it is required that all visitors register in the office of the Principal when school is in session. Staff members should be alert to the presence of unauthorized visitors and report their presence to the Principal promptly.

Legal Reference: Connecticut General Statutes:

53a-185 Loitering on school grounds: Class C misdemeanor

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018

## > **1250 Use of School Facilities**

It shall be the policy of the Board of Education to encourage the community use of school facilities when such use does not conflict with school activities or proper administration of school property.

(cf. 1312 – Soliciting Funds from and by School Personnel)

(cf. 1324 – Soliciting Funds from and by Students)

(cf. 6240 -- Extra-Curricular Activities)

Legal Reference:

Connecticut General Statutes: 10-239 Use of school facilities for other purposes

Equal Access Act, 20 U.S.C. ss 4071-4074

Good News Club v. Milford Central School, Sup.Ct., 6-11-01 20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)

Adopted: February 6, 1989  
Reviewed: December 5, 2006  
Reviewed: February 6, 2018



## > 1251 School-Age Child Care

The Board of Education's policy is to encourage high quality school-age child care programs in each elementary school in the Town of West Hartford. These programs should encourage all phases of child development, including emotional, physical, intellectual and social development.

To fulfill the purposes of this policy, the Board of Education will, consistent with present practice and subject to availability, provide space in each elementary school for the establishment of such programs. If such space is available, the Board shall lease space to fiscally independent, non-profit child care providers, who shall be solely responsible for the establishment and operation of such programs. Said child care providers shall have and maintain a license from the Connecticut Department of Public Health and shall maintain accreditation at all times, or a district approved self-study option, or a waiver from the assistant superintendent of schools subject to his/her exclusive discretion for a defined period of time. Users of such programs shall pay such amounts as determined by the providers. The Board will not assume any responsibility for the operation of such programs.

## > 1260 Access to Procedures and Materials

Ideas, operating procedures, records and publications developed in or for the school district may be made available to individuals and outside organizations for use or distribution when such use or distribution will reflect favorably upon the school district and the community. No outside organization shall be granted exclusive access to or control over the material made available to it.

Records containing privileged or confidential information about staff or students will be restricted to the extent permitted by law in the interests of the person or persons involved.

A reasonable charge may be made for copying available records.

(cf. 4120 – Certified – Personnel Records)

(cf. 5120 – Access to Student Records and Confidentiality)

(cf. 8360– Board/School System Records)

Legal Reference: Connecticut General Statutes:

1-16 Reproductions.

1-210 Access to public records.

Exempt Records. 1-211

Disclosure of computer-stored public records.

1-212 Copies & scanning of public records. Fees.

1-214 Public employment contracts as public record.

1-225 Meetings of government agencies to be public.

1-226 Recording, broadcasting or photographing meetings.

1-206 Denial of access to public records or meetings.

Appeals. Notice. 1-240 Penalties.

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: February 6, 2018



## > 1310 Staff Participation in Community Life

The Board of Education encourages all staff members to become involved in the community in which they live. The effect of such involvement is to provide the community with a better understanding of the educational program of our schools and to gain support for our efforts to provide a better education for every student.

Such activity is not required for initial or continued employment or advancement, nor does the Board presume to suggest what kinds of involvement in community life are appropriate.

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > 1311 Gifts to School Personnel

### **Gifts from Vendors:**

To avoid any conflict between personal interests and the interests of the school district in dealing with suppliers, contractors and all organizations or individuals doing or seeking to do business with the school district, the Board of Education prohibits employees from directly or indirectly soliciting gifts of any kind from vendors and prohibits employees from receiving gifts of more than nominal value from vendors.

### **Gifts from Parents to Teachers/Instructional Staff:**

No employee may directly or indirectly solicit gifts of any kind from parents. However, the Board recognizes that some parents have a desire to express their appreciation of the work performed throughout the year by teachers and instructional staff through the giving of gifts.

In such cases, the Board strongly suggests that expression of gratitude and appreciation may be more appropriately expressed in non-monetary form (i.e. homemade crafts, baked goods, notes, etc.). If a monetary gift is to be given, it is suggested that it be in the form of a charitable donation. In all cases, no gift shall have a value in excess of fifty dollars (\$50) or class gift of two hundred and fifty dollars (\$250), or be accepted or received under circumstances in which it could reasonably be inferred that the gift was intended to influence the employee in the performance of his/her official duties or was intended as a reward for any official action on his/her part.

### **Gifts to Members of the Board of Education:**

No member of the Board of Education may directly or indirectly solicit gifts of any kind or receive gifts of more than nominal value in their capacity as Board members. A gift shall not include a political contribution that is otherwise reported, as required by law.

Gifts subject to this policy include money, services, loans, travel, entertainment, hospitality, or anything else of monetary value.

(cf. 8230 Conflict of Interest)

**Legal Reference: Connecticut General Statutes:**

Adopted: October 19, 1987

Revised: February 27, 2007



## > 1312 Soliciting Funds From and By School Personnel

Outside fund-raising drives divert much time, energy and attention of the staff from their educational tasks; therefore, the Board of Education sanctions only one such drive per year. The Board will annually designate one fund-raising drive upon recommendation of the Superintendent of Schools.

No additional solicitations for contributions from teachers will be permitted unless prior approval has been granted by the Board of Education.

Every precaution shall be taken to ensure the voluntary nature of any authorized solicitation. No distinction between contributors and non-contributors shall be made. This shall not prohibit dissemination of authorized promotional literature, but shall prohibit use of buttons, tags, or other display devices intended to designate contributors publicly.

Any authorized solicitation shall be scheduled and conducted in such a manner as to reduce to a minimum interruption of the regular school activities.

The participation of an employee in flower funds, sickness and bereavement funds, anniversary funds, and the like shall be a matter of individual discretion.

(cf. 1130 - Fund Raising for Non School Purposes)

(cf. 1324 - Soliciting Funds From and By Students)

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > 1313 Release of Names

Unless authorized by the Board and the Superintendent, the names and addresses of District employees and parents may not be furnished to outside agencies.

(cf. 1111 School Directory of Personnel)

**Legal Reference: Connecticut General Statutes:**

1-210 Access to public records. Exempt records.

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > 1321 Public Performances by Students

The Board of Education recognizes that worthy and appropriate educational values accrue from student participation in civic and community affairs. Instructors shall be encouraged to allow students to participate in public performances when such participation contributes to the educational process and objectives of that particular class and when it does not interfere unduly with other scheduled classes or activities within the school.

“



1. Events sponsored by the schools. Educational events in which the schools serve as hosts shall have priority in scheduling appearances.
2. Community functions organized in the interests of the school such as those that might be originated by the parent-teacher groups or parent councils.
3. Non-commercial civic occasions of community, county, state or national interest of sufficient breadth to enlist general sympathy and cooperation.
4. Events that are primarily patriotic in nature, such as Veterans Day.
5. Charity benefit activities provided such activity has been specifically approved in advance by the Superintendent.
6. Programs sponsored by established character-building agencies, or programs sponsored jointly by the school system and mass communication media where the time and space given to the programs are of a public nature.

“

1. Events that are for the purpose of private gain or for the advertising of any commercial project or product. A school name, the names of school-sponsored groups or school equipment shall not be exploited in events of a commercial nature.
2. Events that are for the furtherance of any politically partisan interest.
3. Events that are primarily for the furtherance of any religious concern.
4. Events that cause undue amount of interference with the regular school program, or that cause an excessive amount of absence due to rehearsal or preparation.

In questionable cases, the matter shall be referred to the Board.

Adopted: November 4, 1987

Reviewed: December 5, 2006

## > **1322 Contests for Students**

In determining which contests or activities might be educationally desirable for school-wide participation, only those activities of the highest educational value and greatest potential worth for school youth should be considered. In general, participation should not require instructional time or excessive teacher supervision. Preference should be given to activities which make it possible for individual students to work out solutions and creations through their own efforts.

Service activities or contests initiated at the school level by staff and/or student government shall be reviewed by the building administrator for final approval.

Approved contests, published each semester by NASSP and CASS, shall serve as guidelines for the secondary principals.

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > **1323 Gifts to Students**

The acceptance of trophies, prizes or awards from persons or organizations not connected with the schools is not approved unless they conform to the policy of the Board of Education and the corresponding administrative regulations providing for awards for distinguished success in any school activity.

(cf. 5450 Awards for Achievement)

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > 1324 Soliciting Funds From and By Students

All personnel shall seek to educate students in the services performed by the humanitarian agencies and shall encourage students to participate in their financial support as a social and community project, but no fund-raising drives are to be conducted by non-school agencies or for non-school activities among the school children, except as provided by law and approved by the Board of Education.

(cf. 1130 - Fund Raising for Non School Purposes)

(cf. 1312 - Soliciting Funds from and by School Personnel)

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > 1325 Non-School Promotions and Advertising

### Community Relations

#### Non-School Promotions and Advertising

Students must be protected from possible exploitation in considering requests that they be used in advertising or promoting the interest of any non-school agency or organization. Within that context:

1. The schools may cooperate in furthering the work of any non-profit community-wide social service agency, provided that such cooperation does not restrict or impair the educational program of the schools.
2. The schools may use films or other educational materials bearing only simple mention of the producing firm, and providing such materials can be justified on the basis of their actual educational values.
3. The Superintendent may, at his/her discretion, announce or authorize to be announced, any lecture, community activity or film of particular educational merit.
4. The schools may, upon approval of the Board of Education, cooperate with any agency in promoting activities in the general public interest, and which promote the education or other best interests of the student.
5. No advertising material may be posted on school grounds or distributed to students which, in the opinion of school authorities, would contribute to the personal gain of an individual, business, or company, except as follows:
6. Educational material used by staff for educational purposes.
7. Samples, calendars, supply catalogs, etc., which may be distributed to staff for study, purchasing or routine classroom use, with administrative approval.

Adopted: October 19, 1987

Reviewed: December 5, 2006

Reviewed: June 4, 2019



## > 1326 Media Access to Students

The Board recognizes the important role the media outside of the schools serve in reporting information about the district's program, services and activities. Therefore, the district will make every reasonable effort to provide access to students when a request is made by the media.

School principals shall be authorized to grant permission and set parameters for media access to students in their respective schools.

Media representatives shall be required to report to the administration for prior approval before accessing students involved in instructional programs and activities not attended by the general public. For activities attended by the general public, including school athletic and performing arts events, permission shall not generally be required.

Media representatives wishing to photograph or identify particular students must obtain parental or guardian consent. Such permission shall not be required before photographs, videotapes, and/or articles referring to students involved in athletic and performing arts events may be published.

Parents who do not want their student interviewed, photographed or videotaped by the media may direct their student accordingly and shall inform the school principal in writing at the beginning of each school year.

District employees may release student information to the media only in accordance with applicable provisions of the education records law and Board policies governing directory information and personally identifiable information.

Parents will be advised of the district's media access to student policy at the time of the student's registration and each fall in the student/parent handbook.

(cf. 5120 Access to Student Records and Confidentiality)

### **Legal Reference: Connecticut General Statutes:**

1-213 Access to public records. Exempt records.

10-209 Records not to be public.

Federal Family Educational Rights and Privacy Act, Sec. 438, 20 U.S.C. Sec. 1232g (1988).

Title I - Amendments to the Individuals with Disabilities Act (PL 105-17).

Adopted: December 5, 2006

## > 1326.1 Videotaping of Students/Staff

If any student is to be filmed or videotaped and will be identified or a primary subject of the filming or videotaping, prior written consent shall be obtained from the student's lawful custodian.

Additionally, if a student is disabled or exceptional and if such student will be identifiable as such on the film or videotape, prior written consent to be so identified shall be obtained from the student's lawful custodian.

Videotaping and filming of school district employees shall have the prior written consent of the building principal and the participating employees. If film or videotape is to be used for any purpose other than the purpose set forth on the employee consent form, then release/ waiver forms shall be obtained from each participating employee and his/her principal.



This policy does not apply to videotaping for the purposes of school or bus security.

Adopted: December 5, 2006

## > 1327 Distribution of Materials by Students

Printed materials may be distributed to parents by students as inexpensive means of mass communications. At the same time, this procedure can prove objectionable to parents and the school district if overdone.

All requests from groups or individuals to have students distribute materials to parents in the community, with the exception of requests from school-connected organizations like parent-teacher organizations or Board-appointed committees, will be referred to the office of the Superintendent or his/her designee to determine whether the requests comply with overall school purposes and policy.

The Superintendent or his/her designee may approve such distribution providing:

1. The materials relate to the school, community, local recreational or civic activities.
2. The materials do not relate to any religious belief or activity, or promote private gain, or political position.
3. The materials do not promote any political party or candidate.
4. The materials are to be distributed at no cost to the schools.

On issues to be decided at referenda, information distributed by school personnel or Board of Education members, whether through students or otherwise, may only provide information on the time, date, location, and question of the referenda and may not advocate positions on the referenda questions.

**Legal Reference: Connecticut General Statutes:**

9-369b Explanatory text relating to local questions

Adopted: December 5, 2006

## > 1330 Award of Diploma to World War II Veterans

The West Hartford Board of Education may award a high school diploma to a veteran of World War II who left high school prior to graduation in order to serve in the armed forces of the United States and did not receive a diploma as a consequence of such service.

A veteran of World War II is defined as any person honorably discharged from or released under honorable conditions from active service in the armed forces, whose service lasted at least ninety (90) days and occurred between December 7, 1941 to December 31, 1946. The armed forces are defined as the United States Army, Navy, Marine Corps, Coast Guard and Air Force.

**Legal Reference: Connecticut General Statute:**

10-221a High School Graduation Requirements. Diplomas for Veterans of World War II

Adopted: October 3, 2000

Reviewed: December 5, 2006



## > 1410 Law Enforcement and Fire Safety Agencies

Because of the many support services which the local law enforcement and fire departments provide to the schools, staff and students, the Board of Education desires to maintain the best possible relationships with those agencies, bearing in mind the responsibility the schools have to see that the legal rights of staff and students are properly protected.

The Superintendent is directed to establish lines of communication with local law enforcement and fire departments in order to effect the kinds of cooperation needed for the:

Security of the school facilities;

Safety of students and staff; and

Better education of the students concerning law enforcement and fire prevention.

**Legal reference: Connecticut General Statutes:**

10-221 Boards of education to prescribe rules.

53a-185 Loitering in or about school grounds: Class C Misdemeanor

54-76j Disposition upon adjudication as youthful offender

Adopted: February 6, 1989

Reviewed: December 5, 2006

## > 1420 Communicate with Fiscal Authority

The Board of Education believes that it has an obligation beyond that imposed by law to work with the appropriate fiscal authority at all stages of the budgeting process in order to develop the kind of understanding of the needs of the schools and the students which will work for the betterment of education in our community.

The Board of Education accepts the legal requirement that it meets and negotiates with the fiscal authority, and further, it will do everything in its power to cooperate with the fiscal authority toward the development of a sound fiscal base for the operation of the schools.

**Legal Reference: Connecticut General Statutes:**

10-153d. Meeting between board of education and fiscal authority required. Duty to negotiate.

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > 1430 Legislation

### Communication with State/Federal Government

The Board of Education, both directly and through its state association, shall carry on an aggressive program to secure approval of laws and regulations from the state legislature which the Board feels to be in the best interest of the school district. This policy shall include the pursuit of adequate and equitable sources of revenue to support the local public schools.

Adopted: February 6, 1989

Reviewed: December 5, 2006

## > 1440 State and Federal Aid

### Communication with State/Federal Government

In order to bring the full benefit of state and federal aid programs to bear upon the needs of the school district, it is the policy of the Board to maintain close liaison with the state department of education and appropriate federal agencies and to cooperate with them fully in providing improved educational services.

The administration is encouraged to seek financial assistance through grants, where appropriate. Grant applications are to be submitted to the Board for approval prior to their submission or making a commitment to the state or federal agency involved. Exceptions are allowed if timelines are a factor.

Adopted: February 6, 1989

Reviewed: December 5, 2006

## > 1500 Relations between Area, State, Regional and National Associations and the Schools

Membership in recognized associations such as the Connecticut Association of Boards of Education will be maintained by the schools for several reasons, including:

1. the in-service education benefits to our staff and Board of Education which come from participation in meetings, conferences, clinics and conventions.
2. access to the communication media of such associations, such as newsletters, periodicals and advisory services.
3. representation in actions affecting education in general and our school district in particular.

The Superintendent of Schools is authorized to budget funds for membership and to pay the costs of adequate participation of Board of Education, administration and staff in the activities of such associations to achieve the purposes listed above.

Adopted: October 19, 1987

Reviewed: December 5, 2006

## > **1600 Relations between Non-Public and other Educational Organizations and Schools**

The Board of Education recognizes the need and the worth of cooperative relationships with other schools, school districts, colleges and educational organizations. It encourages members of the school staff to work with their counterparts in such organizations on educational matters within the framework established by the statutes, state regulations and Board of Education policy.

However, the academic coursework and programs, including athletics, performing arts, and school-based extracurricular activities, may only be utilized by students enrolled in and in good standing in the West Hartford Public Schools. Exceptions may be made by the administration where necessary to comply with federal and state law, or the requirements of interscholastic or other similar organizations of which the district is a member.

(cf. 6270 Home instruction for non-public pupils)

Adopted: October 19, 1987

Revised: December 5, 2006

## > **1700 School Nicknames and Images**

All school-sanctioned and school-funded mascots, symbols, images, and nicknames shall respect and be sensitive to diverse cultural values and the importance of inclusion.

Therefore, the use of mascots, symbols, images, or nicknames that are directly related to or commonly associated with any particular race or ethnicity is prohibited.

Acknowledging the long-standing tradition that has developed around the use of the names "Chieftain" and "Warrior," the terms "Chieftain" and "Warrior" are expressly exempted from this prohibition.

The prohibition shall apply, however, to mascots, symbols, and images used in connection with the names "Chieftain" and "Warrior." It shall also apply to ALL other names or nicknames, including but not limited to school-sanctioned clubs, organizations, or activities.

The use of such mascots, symbols, images, or nicknames by independent, non-school-sanctioned clubs and organizations is strongly discouraged.

The Superintendent of Schools will develop and ensure the teaching of a curriculum that enhances understanding of Native American cultures.

Adopted: March 25, 2015

## ✓ **1800 Educational Equity**

### **Mission of the WHPS**

To inspire and prepare all students to realize their potential and enhance our global community.

### **Equity and Anti-Racism Vision**

We, the members of the WHPS, dedicate ourselves to the pursuit of equity. Equitable schools are those that value and honor ALL in our community as unique individuals capable of maximizing their true potential. We make a solemn promise to identify and dismantle all elements of systemic racism and historical inequities. We vow to clear paths, with a relentless duty to those in traditionally marginalized groups. We pledge to partner with ALL families in the service of the success of each child. -- Adopted 2020

Every student in the West Hartford Public Schools (WHPS) has the right to access opportunities and educational programs or activities that cultivate their unique gifts, talents, and interests, regardless of race, color, religion, age, sex, sexual orientation, national origin, alienage, ancestry, disability, gender identity or expression, or any other basis protected by State or Federal law. Every student has the right to an authentic feeling of belonging and safety. We acknowledge that current and historical systems of racism, privilege, and oppression impede student progress. Therefore, it is our moral imperative and statutory charge to identify and eliminate barriers and inequitable practices that perpetuate disparities across student groups. As an anti-racist organization, it is our collective responsibility to ensure full, safe, and equitable participation for all students, in every area of our educational programs. As a Board of Education, we have a statutory duty to implement the State's educational interest, which includes the duty to reduce racial, ethnic, and economic isolation of our students. We strive to reach these goals in the following ways:

### **Budget and Resource Allocation**

WHPS will strive to allocate resources and funds to meet the needs of all students, while directly targeting interventions and supports that address identified inequities and help maintain school cultures that support our mission to enhance our global community.

### **Recruitment and Retention**

WHPS will utilize innovative approaches and strive to recruit and retain high qualified, certified staff across all areas and leadership levels who reflect the diversity of our community and share our commitment to antiracism and antibias. Deliberate investment strategies will be vital to recruit, support, and retain educators and support staff, especially those from underrepresented racial, ethnic, gender, and linguistic backgrounds.

### **High-Quality Curriculum, Instruction, and Opportunities**

*Academics, Co-Curricular, and Extracurricular/Enrichment*

WHPS will commission resources to ensure the narratives, lived experiences, and perspectives of students from a wide variety of backgrounds are reflected in the curriculum and provide an authentic voice to reflect diversity and inclusion. In order for under-represented students to access the full curriculum, including in the areas of arts and computer science education, students must see the value of these fields of study as central to society. Special care will be taken to ensure that students have ongoing opportunities to see their identities represented positively in the curriculum. Curriculum review teams will include educators from historically or traditionally marginalized groups.

### **Professional Development**

WHPS will design professional learning, training, and support to foster understanding of human biases, as well as the historical and systemic root causes of inequity, and offer research-based means of intentionally countering trends of predictable disparity and disproportionality.

### **Family and Community Partnership**

*Engagement, Balance/Representation*

WHPS will create and maintain ongoing opportunities for communication among parent/ caregiver, school, and community partnerships that honor and celebrate the strengths and assets of diverse identities and experiences to support student wellness and success. A balanced representation of home/school partnerships will help inform, identify, and address challenges encountered.

**Environment/Climate**

WHPS will strive to ensure that students, staff, and families are valued, respected, and heard. We recognize the ongoing need for antibias education to support the healthy development of each of our students. Discrimination, bias, or harassment toward any individual or group will not be tolerated, and we commit to our work in this area. We will encourage all members of the school community to develop a feeling of individual ownership of this responsibility to ensure safe and nurturing learning environments.

**Accountability***Structures, Systems, and Data Analysis*

WHPS, through a process of continuous quality improvement, will delineate structures, accountability systems, and metrics that enable the identification and analysis of inequities in access, opportunities, and outcomes for all students, and in particular those groups that have been traditionally and historically marginalized. WHPS will collect data using equity-conscious measures to support clear reporting on goals and outcomes.

Adopted: June 1, 2021