

Commitment to Social Justice & Educational Equity



WHEREAS, the mission of the Hoboken Public School District is to prepare confident and resilient graduates who value academic achievement, embrace challenge, honor diversity, appreciate collaboration, and respectfully contribute to their local and wider communities; and

WHEREAS, the Hoboken Public School District is a vibrant, diverse school community; and

WHEREAS, the Hoboken Public School District commits to fostering equity, inclusion, acceptance, dignity, and equal rights and opportunities for all students, staff, families, and community members; and

WHEREAS, the Hoboken Public School District must confront issues of social injustice in order to alleviate the pain and impact experienced by those who have been directly affected by inequitable practices and outcomes; and

WHEREAS, the Hoboken Public School District believes that *all* students, their families, and staff – regardless of race, color, religion, sex, national origin, ancestry, disability, age, sexual orientation and/or perceived sexual orientation, gender identity, socioeconomic status, or any other individual characteristic – deserve to be respected and appreciated; and

WHEREAS, the Hoboken Public School District believes that *all* students, their families, and staff – regardless of race, color, religion, sex, national origin, ancestry, disability, age, sexual orientation and/or perceived sexual orientation, gender identity, socioeconomic status, or any other individual characteristic – deserve a safe place to speak about their experiences and share their feelings; and

WHEREAS, the Hoboken Public School District seeks to overcome social, cultural, and educational barriers through advocacy, community engagement, and professional development; and

WHEREAS, the Hoboken Public School District commits to recruiting and establishing a certificated staff footprint that mirrors its student population; and

WHEREAS, the Hoboken Public School District commits to eradicating any opportunity gaps that may still exist in the district by ensuring that socio-economics will not prohibit *any* student from participating in academic, co-curricular, or extra-curricular activities; and

WHEREAS, the Hoboken Public School District commits to continuing the eradication of educational segregation among the city's schools; and

WHEREAS, the Hoboken Public School District supports the Black Lives Matter movement, the Obama Pledge and the City of Hoboken’s formation of a task force to review policing policies; and

WHEREAS, the Hoboken Public School District believes that an equitable and rigorous public education enhances individuals and strengthens communities; and

WHEREAS, the Hoboken Public School District commits to continuing to infuse the New Jersey Amistad Curriculum, the New Jersey Holocaust Curriculum, the Teaching Tolerance’s Standards for Social Justice, and the New Jersey LGBTQ Curriculum across *all* of its academic programs; and

WHEREAS, the Hoboken Public School District commits to staff development and training in order to most effectively deliver the New Jersey Amistad Curriculum, the New Jersey Holocaust Curriculum, the Teaching Tolerance’s Standards for Social Justice, and the New Jersey LGBTQ Curriculum to *all* students; and

WHEREAS, the Hoboken School District vows to educate students about the emancipation of those who had been enslaved in the United States and memorialize the Emancipation Proclamation and Juneteenth as district wide celebrations which mark freedom and liberation; and

WHEREAS, the Hoboken Public School District establishes that *all* high school students will successfully complete African American History and Culture in America, Hispanic Heritage and Culture in America, Holocaust and Genocide Studies, People Who Have Shaped the World, and Contemporary Social Issues courses as requirements to graduate from Hoboken High School; and

WHEREAS, the Hoboken Public School District establishes that *all* high school students will successfully complete twenty-first century learning, college and career readiness courses on topics such as introduction to computer science, engineering, and biomedical science as requirements to graduate from Hoboken High School; and

WHEREAS, the Hoboken Public School District commits to the continuation of Gifted and Talented testing for *all* students at the K-8 level and the elimination of *all* obstacles associated with enrollment in Honors, Advanced Placement, Dual Credit, and Early College Programs; and

WHEREAS, the Hoboken Public School District continues its practice to ensure that *all* incoming 9th grade students have either completed Algebra I or be Algebra I ready upon entering high school, as it is the gateway to career readiness or collegiate success;

WHEREAS, the Hoboken Public School District commits to ensuring that our students of color continue to outperform their peer subgroups statewide and serve as a model for closing the achievement gap in the content area of English Language Arts; and

WHEREAS, the Hoboken Public School District commits to ensuring that our students of color will soon outperform their peer subgroups statewide and serve as a model for closing the achievement gap in the content area of Mathematics; and

WHEREAS, the Hoboken Public School District commits to ensuring that Hoboken High School's 4-Year Graduation Cohort Rate, which has increased from 83% in 2015 to 97% in 2020, reaches 100%; and

WHEREAS, the Hoboken Public School District commits to ensuring that Hoboken High School's college acceptance rate which has reached 97% in 2020, translates to higher collegiate graduation rates for Hoboken High School students; and

WHEREAS, the Hoboken Public School District believes that *all* students should be members of a school community that is rooted in restorative justice and reconciliation practices; and

WHEREAS, the Hoboken Public School District commits to eliminating racism, hate and bias in its schools by integrating social justice and anti-bias standards in district-wide, social-emotional learning experiences; and

WHEREAS, the Hoboken Public School District commits to continuing its active participation and partnership with the NAACP, the New Jersey Amistad Commission, the New Jersey Association of Black Educators, the North Jersey Consortium for Equity and Excellence, Kean University's Diversity Council on Global Education and Citizenship, The New Jersey Holocaust Commission, Association of Latino Administrators and Superintendents, the Education Trust, and the Education Law Center; therefore, be it

RESOLVED, the Hoboken Public School District's Board of Education on this 25th day of June 2020 hereby pledges itself to vigorously support and provide equitable learning experiences for *all* its students, staff, families, and community members.