



Mountain View
Whisman
School District

Recognizing United Against Hate Week and #BetterTogether

November 13-17th, 2023





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United Against Hate in MVWSD

United Against Hate Resolution

- Board of Trustees passed Resolution No. 02-110223 in Support of Recognizing *United Against Hate Week* on Nov. 3, 2023
- Second year of recognizing United Against Hate Week. Last year's activities included:
 - Site-based activities and assemblies
 - Teen center and MVHS involvement at middle schools

Strategic Plan 2027 Alignment

Goal #2 Student Social Emotional Health

- 2a. Equitably and effectively support positive student behavior
- 2b. Ensure an integrated, consistent approach to social emotional learning

Goal #3 Inclusive and Welcoming Culture

- 3a. Expand and enhance opportunities for stakeholder voice
- 3b. Expand and enhance culturally relevant approaches to student, parent and community engagement



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#BetterTogether 2023-24

#BetterTogether is a Culture and Climate Initiative

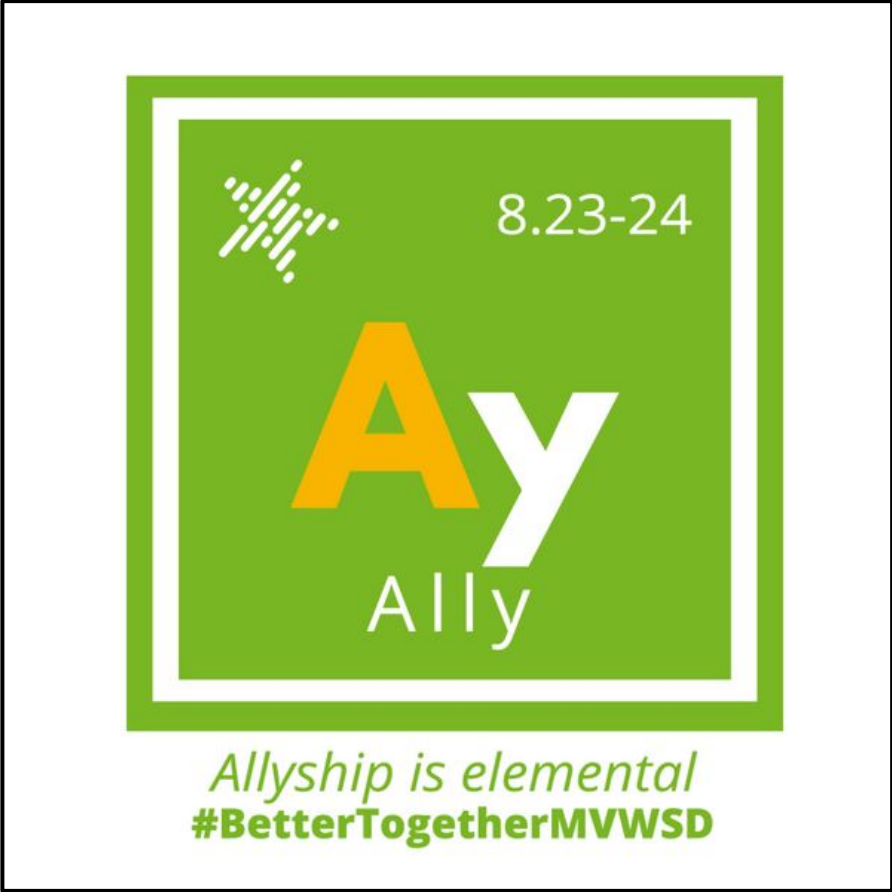
School climate and culture transformation involves:

- Integrating students in peer conversations and leadership opportunities around co-creation of learning spaces
- Publicizing school practices and policies around culture and climate for increased visibility and involvement
- Providing learning opportunities for teachers/staff to build knowledge, skills, and confidence in cultivating positive learning environment

Monitoring Culture and Climate

LCAP Survey:

- Allows district to collect information related to safety, belonging, and peer relationships from students and parents
- LCAP conducted every year for students 4-8th grade




What does being an ally mean?

- Know when to **step back**
 - to learn more about a community or a problem
 - to let someone else shine
- Know when to **stand beside**
 - to support someone when they are scared
 - to let the person know they are not alone
- Know when to **step up**
 - when others are being treated unfairly
 - when you see/hear something unjust

#BetterTogetherMVWSD Offerings

- SY23-24 calendar with building blocks of Allyship as monthly themes
 - Digital matrix of activities
 - Reference texts and lessons plans
 - Monthly training decks for site administrators and staff
 - Monthly blurb in the District Newsletter
- No Place for Hate Annual Activities (3)
- PD for Site Administrators and Teachers
- Middle School Anti-Bias Reflection Coach

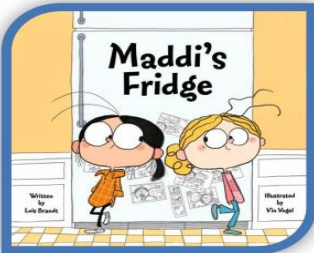
#BetterTogether Calendar



Book of the Month

Presented by ADL's Education Division

About the Book of the Month Parent/Family Discussion Guide: This collection of featured books is from Books Matter: The Best Kid Lit on Bias, Diversity and Social Justice. The books teach about bias and prejudice, promote respect for diversity, encourage social action and reinforce themes addressed in education programs of [A WORLD OF DIFFERENCE® Institute](#). ADL's international anti-bias education and diversity training provider. For parents, guardians and family members, reading the books listed on this site with your children and integrating the concepts into your interactions with them is an excellent way to help children grapple with and learn about these important principles.



Maddi's Fridge
Lois Brandt (Author), Vin Vogel (Illustrator)
ISBN: 978-1936261291
Publisher: Flashlight Press
Year Published: 2014
Age Range: 4-8


Book Themes
Poverty, Friendship, Empathy, Helping others

#BetterTogetherMVWSD
Theme: **Allyship**
2023-24

Topic Snapshot

August	September	October	November	December	January	February	March	April	May
ally	identity	cultural appreciation	empathy	addressing bias	conflict resolution	speaking up	finding your power	advocacy	self-worth

Month	Topic	Essential Question	Teaching Guides	Lessons and Materials	SEL Extensions
August	Ally	What does it mean to be an ally? Thoughtful allies know when to step back, stand beside and step up in the service of others. Celebrating the World's Indigenous People	<i>Allie or Bustander: Activity for Teachers</i> Allyship Workshop Slide Deck Training Deck: August Training Deck	TK-2 <i>Taking a Stand</i> 3-5 <i>Safe Spaces and Allyship</i> (p.4-5, 13-17) <i>6 Ways to Be an Ally</i> 6-8 <i>Safe Spaces and Allyship</i> (p.4-5, 13-17) <i>6 Ways to Be an Ally</i>	Self-Awareness <i>Teaching Self-Awareness to Students</i>
September	Identity	What parts of your identity are important to you? Thoughtful allies spend time exploring their own identities and appreciate the differences in others. Celebrating Hispanic Heritage Month	<i>Teaching the Identity Iceberg Lesson</i> Training Deck: September Training Deck	TK-5 <i>Mini-Lesson What We Can See/Not See</i> 6-8 <i>Mini-Lesson Identity Iceberg</i>	Social Awareness <i>Social Awareness and Relationship Skills</i>
October	Identity	What parts of your identity are important to you? Thoughtful allies spend time exploring their own identities and appreciate the differences in others. Celebrating Hispanic Heritage Month	<i>Teaching the Identity Iceberg Lesson</i> Training Deck: September Training Deck	TK-5 <i>Mini-Lesson What We Can See/Not See</i> 6-8 <i>Mini-Lesson Identity Iceberg</i>	Social Awareness <i>Social Awareness and Relationship Skills</i>




JANUARY

#BetterTogetherMVWSD

CELEBRATING POVERTY AWARENESS MONTH

conflict resolution


la resolución de conflictos




Visit the library for some related titles!


How do I have a difficult conversation with someone?
¿Cómo tengo una conversación difícil con alguien?

Check out these lessons and resources





January 2024



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Thoughtful allies find a way to express themselves respectfully and with an open mind.

United Against Hate Week 23-24

School-wide theme:

- Chosen based on needs of site and support from #BetterTogether content

In-class components:

- Incorporated theme of site into classroom activities that were developmentally appropriate

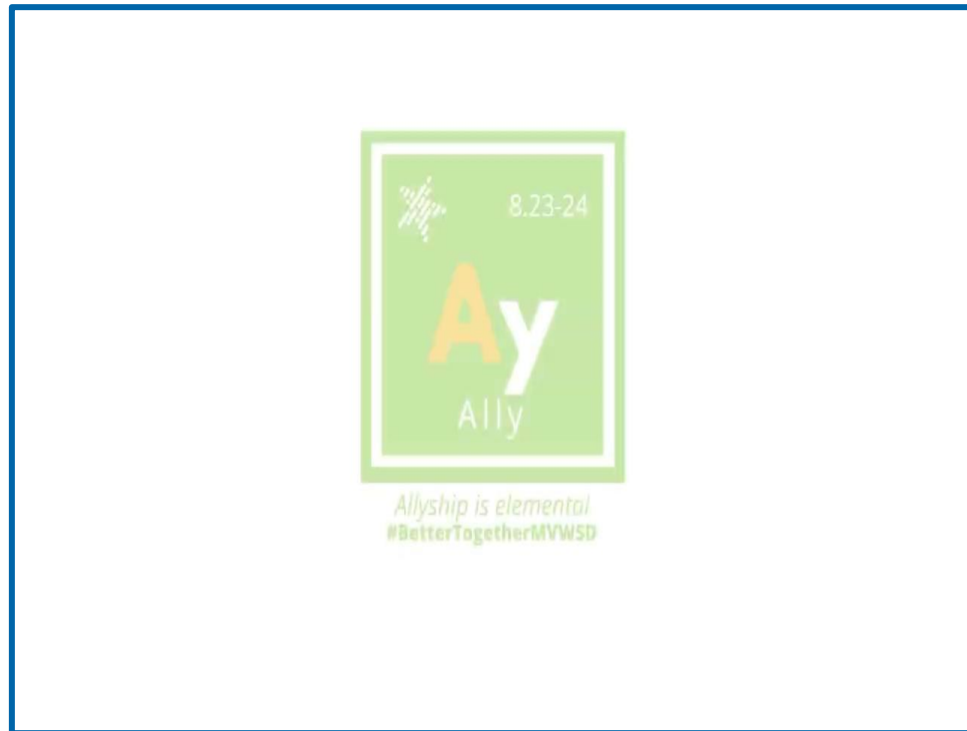
ADL No Place for Hate Pledge:

- Student leadership/student government planned and hosted activities for students to take No Place for Hate pledge

Communication and Documentation:

- Pictures and video were taken
- Newsletters and emails sent to families

United Against Hate Week 23-24



ADL: No Place for Hate Designation

- All sites are working towards their designation as a *No Place for Hate* school site (anticipated announcement in May 2024)
 - 3 activities (pre/post reflections)
 - student committee meetings
 - No Place for Hate pledge participation

Teacher/Staff PD

- In addition to earning their designation with ADL for No Place for Hate, the district is hosting ADL for teacher/staff training
 - World of Difference Institute
 - Training with teachers/staff on leadership skills to challenge prejudice and discrimination, to foster intergroup understanding, and to equip participants to address such issues as diversity in the classroom, name-calling and bullying, and cyberbullying.



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Impacts of #BetterTogether

Anticipated Impact(s)

- #BetterTogetherMVWSD
 - new yearly theme will be unveiled at beginning of SY24-25 along with calendar
 - process and materials continue to be refined
- PD for Teachers/Staff
 - develop a shared language for bias-related speech and incidents
 - practical, effective ways for teachers/staff to help disrupt bias
- No Place for Hate designation
 - get students excited about No Place for Hate to sustain the program for years to come
 - unite schools in an effort to combat hate and facilitate safety and belonging

Strengths and Challenges

Strengths:

- United Against Hate week offers us a specific time each year for celebration and reflection
- Consistent branding of #BetterTogether has increased visibility and usability of program over time
- District-wide scope of #BT creates collective effort towards anti-bias, inclusive practices

Challenges:

- Current LCAP data is very consistent but not very specific
- Getting more qualitative data about student experience may be helpful moving forward to help us plan



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Next Steps

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- Working with District Equity Advisory Committee to develop SY24-25 themes for #BetterTogether based on LCAP data
- *A World of Difference Institute* with teachers and staff on Jan. 8 and ongoing No Place for Hate activities
- Training for Middle School ‘Anti-Bias coaches’ will be a part of Anti-Bias grant work for next several years
- Currently exploring ways to collect student data on culture/climate issues to help in action planning