



June 3, 2020

High achievement by all students,
Where learning is our most important work

Dear Farmington Public Schools' Community,

In the aftermath of the recent killing of George Floyd in Minnesota, I wanted to make a public statement on behalf of Farmington Public Schools. We have heard that many in our community are not okay...I want to assure you that we, as a school District, are not okay, as well.

Robert C. Herrera
Superintendent

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President

Terry L. Johnson
Vice President

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Trustee

We know that many of our students, staff, and families are struggling with racial injustice, and we stand with you. As President Obama stated, "This senseless killing should not be normal in our world," and we couldn't agree more. In reflecting on the terrible and unacceptable atrocities that are happening, we cannot remain silent and must be part of the change that we wish to see. There is no room for complacency.

We remain committed to our District's Vision statement which includes the following points:

- We rely on our diversity of thought, perspective, and people to build on our strengths.
- All students and staff feel empowered and supported.
- Each school provides a safe, caring, and nurturing environment for students, staff, and parents that enables every child to experience the joy of learning.

To that end, the District has recently established an assistant superintendent position for Equity, Inclusion, and Diversity, which is held by Dr. Aaron Johnson. The position has been created to support our strategic efforts on issues related to race and equity.

I would like to thank Dr. Johnson for his recent effort to put together the following initiatives and activities to help us in addressing race, diversity and inclusion:

Short-term planning

- Open up an initial dialogue with staff to allow them to discuss how they are feeling about the George Floyd incident specifically, and race and racism in general – June 2020

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- Continue open dialogues with our staff around issues of race, diversity, and inclusion – for the 2020-2021 school year, structure monthly meetings with staff around issues of race
- Structure affinity groups for our staff of color to allow them to discuss their challenges in the district – planning for Summer 2020 and extending to 2020-2021 school year
- Work with principals on facilitation skills for them to engage their students in dialogues using a virtual format – June 2020
- Bring back Community Dialogues with our community about race and racism in the broader community and in the school district – starting 2020-2021 school year
- Create a team that consists of staff members from all levels to help develop an Equity Strategic Plan – Summer 2020
- Partner with community organizations, parent groups, and other strategic partners to develop and implement community activities structured around issues of race
- Develop within our Wellness Group’s transition back to school efforts a plan to help schools become a place of happiness and belonging for all students – planning to begin June 2020 to extend into Summer 2020

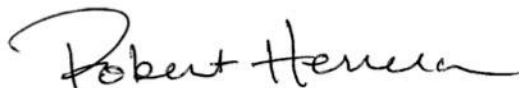
Long-term planning – Summer 2020 and beyond

- Set up a Student and Parent Advocacy Center in the District
- Develop an Equity Strategic Plan, which would include strategic goals, outcomes, and measurables
- Continue holding the Anti-Racism Institute in the District
- Partner with businesses, organizations, and equity groups to aid in our implementation
- Hold student focus groups around race, diversity, and inclusion

Our hearts go out to George Floyd’s family and friends at this most difficult time.

As a school community, we are here to actively work together so that all of our students, staff members, and families feel respected, valued, and heard. We must come together to create a better world for our children...it is the most essential thing that we can do for them.

Sincerely,



Dr. Robert Herrera
 Superintendent
 Farmington Public Schools