

Black Mountain Middle School
Equity in Action
2020-2021 School Year

School Culture

- **Creation of our BMMS Site Equity Team:** Our site equity team meets twice a month. Once a month, we participate in district training led by the San Diego County Office of Education. During the other meeting, we spend time planning and working with our Equity Coach (also from the SDCOE).
- **Creation of our BMMS Community Equity Team:** The Big I.D.E.A. stands for inclusion, diversity, equity and awareness. The Big I.D.E.A. is made up of students, families, community members and staff who meet once a month. Black Mountain's Big I.D.E.A. Committee's mission statement is, "we will create opportunities for our students, staff and families to engage in conversations, develop plans, and take actions that promote inclusion, diversity, equity and awareness as it relates to our Black Mountain community."
- **Our Core Values:** In 2017, our community (staff, students and families) brainstormed and voted to adopt *Respect, Responsibility, Hard Work and Kindness* as our core values. In 2019, students defined each as:
 - *Respect:* Treating others the way you want to be treated, showing consideration for others and school/personal property
 - *Responsibility:* Taking care with your actions and school work in a timely manner that reflects good decision making
 - *Hard Work:* The act of putting effort towards anything/any responsibility, tending to work with energy and commitment
 - *Kindness:* Showing awareness for other people's feelings, the act of treating people the way you want to be treated (the golden rule), extending friendship to all
- **The Home Field Advantage at Black Mountain:** Our Home Field Advantage at BMMS is when each and every Raider feels safe and part of a community where they are supported, empowered, and united.
- **No Place for Hate:** The No Place For Hate (NPFH) program gives a framework for a school to continually improve its positive school climate. Throughout the year, we carry out lessons and activities that revolve around the theme of upholding the rights of everyone to feel safe and respected at school. In 2017, Black Mountain Middle School became the first NPFH middle school in Poway Unified. 2020-2021 will be our fourth year involved in the NPFH program.

- **NPFH Ambassadors:** This year we created our NPFH Ambassadors. We have 9 Ambassadors (3 from each grade). Our Ambassadors have created a Student Concern Report Form that will be available to all students to report a concern related to discrimination, hate or bullying.

Teaching and Learning

- **Universal Design for Learning (UDL):** BMMS Staff is implementing UDL as a means to ensure each and every student can access and participate in meaningful, challenging learning opportunities.
- **Specialized Academic Instruction (SAI):** To meet the needs of all students, including those with different needs and abilities, several of our academic classes are taught jointly by two highly qualified teachers. These educators partner to utilize their different areas of expertise and promote engagement for all of the students in their shared classroom. In a class that includes both typical learners and students with needs for extra support, everyone benefits from having two teachers providing differentiated instruction, individualized support, and opportunities for enrichment and deeper learning.
- **See Yourself in Your Library:** Thanks to our library staff, BMMS has been able to increase the number of diverse titles and authors in our library. It is important that all BMMS students can see themselves in our library. We have purchased online book subscriptions that students can check out. To see the newest titles added, students go to their *My Plan* (not available in the Parent *My Plan*), select *Overdrive K-8*, then select *Collections* from the dropdown and then *Newly Added*.
- **Black History Month:** During the month of February, students learned in Homeroom about various Black Americans who contributed to our nation's rich history, we shared a BHM Watch List with families, and students participated in a BHM Trivia Contest during lunch led by ASB students.
- **Racial Justice Challenge:** Also during February, BMMS challenged students to examine some Amanda Gorman Poetry and explore their role with our community. Forty-three (43) students participated. Here is a [LINK](#) to some of their work.
- **Homeroom Lessons:** During the 2020-21 school year, students attend Homeroom four days a week. Many of our Homeroom lessons are based on No Place for Hate Curriculum. Some of our lessons this year have included our Iceberg - Identity lesson, Microaggressions, Being an Upstanders, and Coronavirus and Racism. These lessons support our school's core values and align with the principles of NPFH.

Attendance and Discipline

- **Revised Dress Code:** Our Big I.D.E.A. along with our students in Leadership and ASB have drafted a revision, more inclusive dress code that is not gender specific for 2021-2022.
- **Other Means of Correction:** BMMS has implemented Other Means of Correction (OMC) as an alternative to suspension. In some cases, we offer an OMC Contract that could include a restorative justice activity, mediation, conference and other forms of correction.
- **On Campus Opportunities during the Pandemic:** During the entire year, BMMS has made great efforts to bring as many students back as possible. We set up multiple learning centers where some of our students could attend on campus who needed extra support. We had many students four days a week before our cohorts were combined.
- **Response to Intervention (RtI)** Response to Intervention (RtI) is a process used by educators to help students who are struggling with a skill, behavior, or lesson. Through Response to Intervention (RtI), students with challenges are promptly identified and supported through tiered instructional and/or behavioral interventions. Interventions can be school-wide, small group, or individual. Teachers, administrators, counselors, and educational specialists create this network for individualized support to ensure each and every student achieves at their highest potential, both academically and socially.

Professional Learning

- During this school year, Black Mountain's staff has participated in many professional growth opportunities focused on equity. These training have included Recognizing Our Own Anti Bias, Microaggressions and How to Address Them, and our Own Equity Why's.

Our focus on equity has had a profound impact on our BMMS community. We have expanded our partnerships with students, families and staff through participation. We have more partners than ever to support our commitment to elevating the principles of inclusion, equity, and justice within our community.

