

Board of Education

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Dear Capital Families, Students and Staff:

In the spring, a message was sent from Capital of our intention to renew efforts to identify and improve our systems in order to ensure we meet the needs of the whole child in a safe, inclusive, and equitable way. It was also stated that we must make a point to listen with purpose in order to gain some sense of others' perspectives.

During the 2017-2018 school year, the Capital Equity Committee was developed. At that time, partnerships with Institutes of Higher Education, the Delaware Department of Education, The Education Trust, and the Mid Atlantic Equity Consortium were established. We held focus groups and community forums centered on equity. The organizations provided resources and expertise to guide and support the full implementation of the Capital Teaching and Learning Model. This model guides our efforts to improve student access to the highest levels of course work, ensure equitable practices in every area of school, and increase student academic, social, and emotional progress. Communicating our progress is vital and collaborating to define next steps in order to ensure that our schools champion tolerance, dignity, and respect for all.

Capital School District will continue to work toward meeting the needs of our students and community. We strongly believe that every student should be afforded equitable opportunities, resources, and supports necessary to be successful beyond high school. This goal requires us to look at our policies and practices, school climate, student access to curriculum, high quality teaching and learning, and hiring practices.

A culturally responsive school district is one that takes a proactive approach to creating the conditions for academic success of children from diverse backgrounds. The District Equity Committee is currently reviewing its vision and outlining actionable steps that will be taken to increase our level of cultural responsiveness. To this end, the work of the committee will focus on:

- Policies and Practices - consider who benefits, who loses, and how all students are impacted by existing policies and practices.
- Leadership - build the capacity of leaders to be culturally informed, skilled in culturally responsive practices, and agents of change.
- Teaching and Inclusive Practices - create opportunities for all students to achieve academic success at high levels through culturally responsive practices, social justice education, and diverse curriculum.
- Hiring and Retention - engage in strategic recruitment, development, hiring, and retention of individuals who reflect and support our diverse student body.
- Family, School, and Community Engagement - build upon the collaborative strengths of families, educators, and community members so they can each contribute to the development and success of students.

If you are interested in being a part of the district equity work or have other suggestions, please let us know by completing this [brief survey](#). We are looking forward to building on our work and addressing the needs of our students in a safe and equitable environment.

Sincerely,

Capital School District Equity Committee