

# Superintendent Communiqué



**Midland Public Schools**  
Inspiring Excellence

Michael E. Sharrow, Superintendent  
(989) 923-5026 <> @MidlandPS <> sharrowme@midlandps.org

*MPS Diversity, Equity & Inclusion Vision*

*Lead with respect, trust and courage.  
Ensure an equitable, collaborative  
and inclusive culture.  
Enable all to achieve success.*

## SPECIAL EDITION COMMUNIQUE

June 9, 2020

### Midland Public Schools — Diversity, Equity & Inclusion

Dear MPS Students, Staff, Families and Community,

Midland Public Schools' Board of Education and Administrators are very proud of the MPS graduates who organized and marched in Sunday's Rally for Racial Justice. We are aware of the petition request circulating in our community for MPS to develop and include a more diverse curriculum with an emphasis on Black history. MPS has not officially received the petition as of this date, however, please know your MPS Board of Education and Administration acknowledges our community's passionate efforts and messages. MPS's response: **Midland Public Schools hears you and agrees with your request.**

As you may know, MPS began our concentrated Diversity, Equity and Inclusion (DEI) efforts over a year ago. The MPS DEI strategy was developed with our DEI Consultant, Dr. Amy Beasley. Our MPS DEI Advisory Team, consisting of students, parents and community representatives, provides input as we implement the strategy. We greatly value the varied insights and perspectives of this diverse group.

MPS administrators, teachers and staff have been working hard to foster a culture of Diversity, Equity and Inclusion in our schools, however, we also know there is still a need to directly confront systemic racism and privilege in order to fully accomplish our DEI goals. It is an MPS objective and aligns with the International Baccalaureate Programme to develop students who are inquiring, knowledgeable, critical thinkers and good citizens. We cannot fully accomplish this objective without addressing bias, systemic racism, privilege and behavior. Although changes are occurring within MPS, to accomplish the full integration of Diversity, Equity and Inclusion will take continuous effort and working together as a united team to make lasting change. MPS currently has work in progress that aligns with the requests of the petition. This work is vital for MPS to thoroughly foster an inclusive and equitable culture. This link will take you to our updated DEI strategy that was presented to and adopted by the Board of Education members at our May BOE meeting.

<https://documentcloud.adobe.com/link/track?uri=urn:aaid:scds:US:d6fe2802-2ecf-4dc5-bc3c-1ea274e9f331>

This comprehensive DEI strategy addresses all parts of our system to embed Diversity, Equity and Inclusion in everything we do. This strategy includes focused work and action steps. Here are just a few examples:

- ✓ Systematic audit of curriculum to ensure it reflects Diversity, Equity and Inclusion
- ✓ DEI skillsets training for all administrators, instructional staff and support staff
- ✓ Collaboration with other leaders in education and benchmarking with experts
- ✓ Continued work by and with the MPS DEI Advisory Group

MPS has not waived from our DEI commitment even when our immediate attention had to include COVID-19, remote learning, flooding, the slashing of school budgets and more. As we look to the future, MPS is committed to make impactful change throughout our District. Upcoming action steps include the launch of Resource Groups in the new school year to support and model a culture of inclusion. The Board of Education and the administrative team will be participating in a DEI Board of Education workshop early this fall.

We are grateful for the honest input and feedback we have received from our stakeholders and community members. We hear your desire for MPS to act with purpose, lean forward and act with a sense of urgency. We recognize the need to advance all aspects of DEI in order to accomplish the District and Community's Vision of Diversity, Equity and Inclusion to move Midland Public Schools to be truly inclusive and remove bias and racism in all MPS schools and policies.

The Board of Education and full Administrative staff are aligned in these commitments and actions.

Michael E. Sharrow, Superintendent on behalf of MPS Administration  
Scott McFarland, Board President on behalf of MPS Board of Education



**MPS CONNECT** is a great communications tool for you to connect with me. Every message comes to my desktop. Either I or a member of our staff will do all we can to reply to your message the next work day. Click here to connect with me: <https://goo.gl/forms/ciB8b7FAMXb4pQxN2>

# Superintendent Communiqué



**Midland Public Schools**  
*Inspiring Excellence*

Michael E. Sharrow, Superintendent  
(989) 923-5026 <> @MidlandPS <> sharrowme@midlandps.org

*MPS Diversity, Equity & Inclusion Vision*

*Lead with respect, trust and courage.  
Ensure an equitable, collaborative  
and inclusive culture.  
Enable all to achieve success.*

## SPECIAL EDITION COMMUNIQUE

June 9, 2020

### Midland Public Schools — Diversity, Equity & Inclusion

(Page 2 of 2)

Here are just a few of the DEI workshops, events and initiatives that have taken place since we began our MPS Diversity, Equity and Inclusion Work:

- ✓ Hosted open teacher dialogue sessions about racism, anti-racism, and our role as educators; June 4 & 5, 2020. We look forward to future DEI staff sessions.
- ✓ Inclusive Leadership Workshops Cohort #1 & #2; spring 2020; facilitated by Dr. Amy Beasley
- ✓ Active Ally Workshop facilitated by Dr. Amy Beasley, Penny Miller-Nelson, and Dr. Ken Jolly; Feb 2020
- ✓ MPS Opening PD session in Fall 2019 focused on DEI; community speakers and sharing of vision and strategy
- ✓ Courageous Conversations in DEI Workshop - both high schools; spring 2019 and fall 2019
- ✓ DEI Workshop for DEI Launch team; fall 2019; facilitated by Dr. Ken Jolly; topics included bias, privilege, understanding identities
- ✓ DEI Workshop Series at Midland High during 2019-2020 PD time facilitated by Dr. Ken Jolly
- ✓ Inclusion Workshops for DEI Launch Team throughout 2018-2019 year with Lee Ann Keller Rouse and WE team (this includes the workshop in New York that Dow sponsored)
- ✓ Courageous Conversations in DEI; Admin Council; May 2019; facilitated by Dr. Amy Beasley
- ✓ Admin Council DEI Workshop spring 2018- fall 2019; facilitated by Lee Ann Keller Rouse, Penny Miller-Nelson, Dr. Amy Beasley