

## File: JA-1 Belonging Policy

The Haverhill School Committee is dedicated to fostering ALL students' support, acceptance, diversity, and feeling of belonging in its schools. This cannot be done without our capable students, devoted families, and the wonderful teachers who add to these values through their dedication and unwavering support.

The School Committee shall strive to:

- Prioritize student safety;
- Encourage civic engagement;
- Enhance parental involvement;
- Establish and continue community resources and establishments;
- Emphasize the critical relationships.

This policy aims to create a more equitable and inclusive learning environment through a sense of belonging for ALL students, regardless of their background and income. The multiplicity of our students' diverse and varied backgrounds is our greatest strength. Students do their best when they are surrounded by others who have different capabilities, life experiences, and cultures.

### Belonging Procedure

**Prioritize the** safety of all students, both physically and emotionally, by:

- Providing full access to guidance and adjustment counsellors;
- Regularly notifying all students and families about the Hillie tip line and comprehensive guidelines on how it should be used:



**Encourage** Haverhill Public School Students, grades 7-12, to participate and become involved by:

- Ensuring there is a wide array of input from student leaders from all schools, with revolving meeting locations or virtual options to ensure equitable access
- Encouraging the attendance of at least two (2) school committee members, Haverhill School District leadership, and other community leaders to ensure students are being heard through a minimum of 2-hour bi-yearly meetings hosted by the school committee in an equitable fashion, as mentioned above.
- Emphasizing the inclusion and engagement of students of all abilities and linguistic backgrounds in out-of-school events and extracurricular activities, including but not limited to athletics:
  - bi-yearly club fairs, with the opportunity for every student to see the opportunities for involvement at the high school and middle school level.
  - ensuring that every student organization receives equitable distribution of resources, such as announcement time and posters

**Enhance** the involvement of interested parents and faculty through the integration of, but not exclusive to:

- Haverhill High School Site Council

- Special Education Parent Advisory Council
- Encourage participation of faculty representatives from each school in the district
- More clarity in how to get parents involved in 'calm times'
- Continued workshops on how parents can advocate for their students
  - With attention to brevity, in order for every parent to be able to gain the same knowledge while respecting everyone's time.

**Establishment** of a list of community resources, including but not limited to [HPS](#)

**Resources:**

- Haverhill Latino Coalition
- Haverhill YMCA
- Haverhill YWCA

**Emphasizing** the importance of strong relationships between teachers and students.

- Striving for a diverse staff that feels supported and grows with the school district
- Encouraging teacher-to-teacher and/or teacher/student mentorship programs