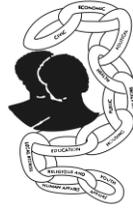


Durham Committee on the Affairs of Black People
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The Durham Committee on the Affairs of Black People (DCABP) applauds the equity work that has taken place in Durham Public Schools (DPS) over the last several years. Some examples are, the “Excellence and Equity for Boys of Color” initiative being drafted and formalized by Dr. Wilson-Norman, the creation of an Equity Director position held by Dr. Bullock, and the revised “Student Code of Conduct”. In the DPS Board’s search for a Superintendent, the DCABP highly recommends that you seek candidates that have a successful track record of promoting equity and who are willing to continue this trajectory of increasing awareness and promoting equity to better serve the educational needs of all our children.

The DCABP would recommend that you select candidates who have spent a majority of their career working towards equity in education in which they were able to have success without the continued persistence of an achievement gap. We encourage that you seek someone who has extensive experience in equity work (e.g., increasing culturally responsive curriculum, support of organization that centers on equity awareness, or addressing implicit bias or teacher professional development based on racial equity).

The DCABP would also encourage that you seek candidates who are unapologetically progressive in regards to educational achievement and equity. We are now 60 years past the Brown vs Board decision, and still in need of systematic change towards ending institutional racism. We believe that suitable candidates will hold their staff accountable to meeting the goals set by the Superintendent’s office, will build a leadership team that challenges the status quo, and will create initiatives that are innovative and inspires the best from their support team.

Lastly, the DCABP suggests that your candidates for Superintendent have a demonstrated track record of making the type of equity gains that are needed within DPS. For example, Superintendent Tiffany Anderson, from a Missouri school system, is accredited with “turning the District around” through closing the opportunity and achievement gaps that persisted in her district. Ms. Anderson is known for educating the whole child and seeing responsibility for all stakeholders involved. We encourage that you seek candidates who collaborate with stakeholders and community organizations to effect systemic change opposed to having misaligned pieces that either duplicate work being done or establishing initiatives that are minimally effective.

We urge the DPS Board of Education to make a thoughtful and deliberate selection for our next Superintendent of schools. It is important that the vetting process is complete; the community has a voice, and this business decision be made with the best interest of all students in this school system. We expect high interest in this opportunity, and implore you to look beyond interviewing style, and instead truly examine character and track records as you make your selection. In closing, the DCABP encourages a community approach in the selection process and is willing to serve in any capacity needed to find the right fit our students and our schools.

Sincerely,

Jovonia Lewis, MS, EdS., LPC
Educ. Committee Vice Chair

Omar S. Beasley
Chairman

Rev. Pebbles Lucas
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