



Sanford J. Prince IV
Superintendent of Schools

October 27, 2020

Dear Scarborough Community,

As I now reflect on a communication that was shared by our curriculum director to staff yesterday, I understand that the reference to the phrase “Black Lives Matter” was offensive to many people who read the memo. Please know that inclusion of that phrase was not at all intended to be a statement to make any member of the community feel less valued in any way and we are deeply apologetic for that. We are collectively acknowledging here that we need to better educate and equip ourselves to have these conversations.

In a previous communication dated September 25, I shared a statement with our school community referencing Scarborough Public Schools’ focused efforts to continue the national conversation around racism. More specifically, I discussed that “we are committed as a school community to address any inequity in our schools and that all members of this school community feel safe and valued.” At that time, I shared our recent commitments, including:

- Re-examination of Board policies around discrimination and harassment;
- Our partnership with the Equity and Excellence Community of Practice through the University of Southern Maine and the Mid-Atlantic Equity Consortium; and
- Our year long commitment for school and district staff to engage in professional development with the Cultural Competency Institute, whose efforts are focused on diversity, equity, and inclusion.

Additionally, we heard from over 100 people from the Scarborough Anti-Racist Coalition group in July, and are meeting with them on an ongoing basis towards putting forth a broad community effort to this plan, engaging more voices, and not just limiting the discussion to our schools.

At this time, my recommendation is that we further educate ourselves and one another to engage in this critical work to address equity, race, and inclusivity as stated above. In addition, I would recommend that we also include the following:

- Initiate discussion with our board and community drafting a more formalized resolution that further underscores our full commitment to this work with our board and community.
- Engage the Board Policy Committee in a re-examination of our Controversial Issues policy, IMG, which was last updated in 2013.
- Commission a full curricular audit to be completed by an outside organization. To date, this work has been limited to our school libraries.
- Identify and provide vehicles by which broad community feedback can be gathered.

Best regards,

A handwritten signature in black ink that reads 'Sanford J. Prince IV'.

Sanford J. Prince IV