Kathryn Diskin, Ed.D., Superintendent of Schools
MILLBURN TOWNSHIP SCHOOLS
434 Millburn Ave., Millburn, NJ 07041
973-376-3600 ext. 40151

Dear Millburn Community,

As part of Millburn Township Public Schools' (MTPS) commitment to fostering a more equitable and inclusive environment, we are sharing the findings from our recently completed Equity Audit conducted by US². This audit serves as a critical tool in understanding our current practices, policies, and perceptions while guiding future steps to ensure that all students, staff, families, and community members feel valued, supported, and empowered.

The journey toward conducting this audit began in late fall 2023 when initial conversations about equity and inclusion highlighted a need for data-driven insights to inform district policies and practices. Following a comprehensive Request for Proposals (RFP) process, US² was selected as our partner based on its expertise in equity auditing and collaborative approach. Their contract was approved at the April 15, 2024, Board of Education meeting, and the audit began shortly after that. A presentation on the overall findings was provided on October 28, 2024, and is linked here for your review.

In collaboration with MTPS leadership, US² designed a robust audit process involving surveys, focus groups, and feedback through monitored email correspondence. Surveys were carefully crafted for students, families, staff, and community members, ensuring that every constituent had the opportunity to provide input. Additionally, focus groups were conducted by US² with 69 individuals across six constituent groups:

- 9 Students
- 27 Administrators
- 8 Parents/Guardians/Caregivers
- 8 Instructional Staff Members
- 11 Non-Instructional Staff Members
- 6 Board Members

Surveys were completed by 4,386 members of the Millburn community, reflecting broad participation:

- 1,900 K-5 Students
- 1,917 Students in Grades 6-12
- 286 Parents/Guardians/Caregivers
- 281 Staff Members
- 2 Community Members/Partners/Board Members

The insights gained through this process provide a comprehensive overview of the district's strengths and areas for improvement. As we review the findings, our next steps will focus on developing actionable strategies aligned with board goals and community expectations. This will include prioritizing policies and practices supporting equity, enhancing professional development, and fostering collaboration with diverse constituents.

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We are committed to transparency and accountability as we create a district where everyone feels included, respected, and supported. These findings provide critical insights that will guide the next phase of our work as a community.

Our district is committed to turning these insights into action. We are already beginning the important work of:

1. **Developing actionable strategies to address identified disparities** and ensure equitable student outcomes.
2. **Engaging in professional learning opportunities** for staff to build cultural competence and inclusive practices.
3. **Collaborating with students, families, and community partners** to ensure diverse voices inform our next steps.
4. **Implementing measures to track progress and ensure accountability** as we move forward.

I encourage all community members to stay engaged, ask questions, and contribute to the dialogue as we advance this critical work together.

Thank you for your partnership and ongoing support in this essential end. Together, we will continue to build a learning environment where all community members and students can thrive.

Sincerely,

Kathryn Diskin
Superintendent of Schools
Millburn Township Public Schools