

## **EXECUTIVE SUMMARY FROM HINDERLIE AND ASSOCIATES**

Hinderlie and Associates conducted a comprehensive climate assessment of the Charles River School. This report provides recommendations for successful models of inclusion and multicultural practice within the school, and recommendations for further growth, consistent with best practices in independent schools, and with the school's mission and stated diversity and inclusion goals.

Having worked with the school previously, we were aware of the positive energy to make CRS a more inclusive community. Our on-campus experience was positive and we were impressed by the sense of community and caring that was evident. Students, in particular, seemed to feel safe and affirmed across different identity groups. We liked what we were seeing in terms of curriculum and program development for students. While we think there is room for growth in recruiting a more diverse student population, the 27% student of color population represents a critical mass in this predominantly white school.

The most consistent theme from interviews and surveys is the need to recruit and retain a more diverse employee population. Bringing on 3 administrators of color is significant. CRS would benefit from a strategic plan that included a clearly articulated strategy to recruit and retain more employees of color. We also feel CRS can do more to affirm and incentivize current employees of color.

Under Gretchen Larkin's leadership, faculty development in inclusive programming is impressive. We feel that the next step is to develop more in-house professional development opportunities for those that have done significant training already, as well as more specific curriculum development and classroom strategies that are culturally responsive across all grades and programs.

Overall, the school is doing a lot of great things in terms of its Inclusion and Belonging efforts. We appreciate the humble nature of their communication, reflecting the need for more work in this area. We feel that CRS may already be a regional leader in its inclusive programming. Clearer and more consistent communication about the great work happening across different stakeholder groups is critical. In the current education climate, momentum can quickly become lost or halted without clear communication. We want the entire community to be aware of

the progressive leadership and programming currently happening as well as the potential for an even more diverse and inclusive school.