**Racial Equity Action Plan Update**

**January 25, 2021**

|  |  |  |
| --- | --- | --- |
| **REAP Benchmark** | **Current Status** | **Next Step** |
| **Human Capital Sub-Committee** | | |
| 10 % Y/Y improvement in number of Staff of color hired in compliance with state requirements in each bargaining unit:  a) BEG  b) SEG  c) ASAR  d) RAP  e) RTA  f) BENTE | Increasing the diversity of all of our staff is a priority of the Office of Human Capital. If this were applied for the 21-22 school year, the following numbers of new hires would be as follows:  a) BEG-4 FTE (.4 new hires)  b) SEG-14 FTE (1.4 new hires)  c) ASAR-332 FTE (33.2 new hires)  d) RAP-712 FTE (71.2 new hires)  e) RTA-2936 FTE (293.6 new hires)  f) BENTE-1209 FTE (120.9 new hires)  There are several logistical issues with the 10% benchmark (turnover, tenure, contractual and legal). | Chief of Human Capital (and team) will review staff data and revise the benchmark. Submit the new benchmark to the REAL Team and then implement in the Human Capital and Development Task Force. |
| Parent and community satisfaction survey used to evaluate hiring goals, procedures, and outcomes shows 10% Y/Y improvement over baseline and includes suggestions for improvement. | There is an internal process that covers some of the items (e.g. current hiring and retention statistics and hiring statistics). | Chief of Human Capital (and team) work with IM&T to develop a dashboard to capture the aforementioned data. The District is working to implement a new electronic information system that will further assist the development of these tools. This is a task that the REAL Team should assist with. |
| RCSD holds 10 job fairs in 2019 in partnership with community organizations | Due to COVID-19, in person job fairs have not been occurring. The District has planned for and held some remote job fairs with plans to conduct and participate in more in the future. | Chief of Human Capital (and team) will develop a plan for virtual recruitment with community organizations and share an update to the REAL Team. The REAL Team makes suggestions relative to key organizations to partner with. |
| 10 % increase Y/Y in # teachers of color | Increasing the diversity of all of our staff is a priority of the Office of Human Capital. If this were applied for the 21-22 school year, the following number of new hires for the RTA would be 293.6 new hires.  There are several logistical issues with the 10% benchmark (turnover, tenure, contractual and legal). | Chief of Human Capital (and team) review staff data and revise the benchmark. Submit the new benchmark to the REAL Team and then implement in the Human Capital and Development Task Force. |
| Policy Foundations for HC Goals & Accountability | The Office of Human Capital recently developed a strategic plan for the recruitment and retention of bilingual special education staff (Consent Decree requirement). This comprehensive plan incorporates REAL Team Goals and seeks to advance not only REAL Team Goals. | Share the Recruitment and retention bilingual special education strategic staffing plan with the REAL Team. |
| **Relationship Building Sub-Committee** | | |
| By June 2020, employees will have received awareness education on the Code of Conduct | The Code of Conduct is currently being revised by a group of district and community stakeholders (as identified by the board). We have completed an excel document that includes current language, proposed community committee members' recommendations, and administration recommendations. | The Ensure an Inclusive, Caring, and Safe Learning Environment Task Force will develop a plan that outlines the strategies and tactics and provide deliverables. |
| By June 2020, 25 anti-racist professional development opportunities will be indexed and offered in True North Logic. | Trainings have occurred at the school and district levels. | The Office of Professional Development and Training Task Force will develop and share a plan for all staff development in this area. The expertise of the REAL Team is appreciated for suggestions in this area. |
| By June 2020, members of each union will have the opportunity to avail themselves of customer service professional development opportunities. | Safety and Security conducted our annual School Safety Officer training August 24th – September 4th. This year’s training emphasized a commitment to establish and embrace restorative practices and assist staff adjust to the elimination of the School Resource Officer program. Also, RCSD’s Lead School Safety Officers participated in four days of Restorative Practices training, provided by Partners in Restorative Initiatives. The focus was Community-Building Circle Training, as a follow-up to an initial Introduction to Restorative Practices training held during the summer. In addition, our Lead SSO’s completed the Train-the-Trainer, Tier 1 portion of Restorative Practices Training provided by PiRI (Partners in Restorative Practices). Moving forward the Safety & Security department staff will be able to train their teams, other Safety Officers, and other district employees. | The Office of Human Capital will develop and share a customer service plan with the REAL Team at a future date. |
| **Professional Learning Sub-Committee** | | |
| Create (common language regarding key concepts and realities related to racism and racial equity in the RCSD) | We are examining and developing in the task force goal: ensuring and inclusive, caring and safe environment and objective ofestablishing training norms for cultural responsiveness, antiracism, diversity and inclusion. | This is a major task for the REAL Team to tackle from now until the end of the year. |
| Recommend a process for dissemination,  December 2019; Begin rollout process for common language dissemination/ acquisition, Feb. 2020 | See above. | REAL Team will recommend a process for dissemination as well as a timeline. |
| Publish brochure of RCSD initiatives addressing racism through professional learning, Feb. 2020 | The Office of Professional Learning maintains an updated catalog of courses offered for all content areas. Specific options focused on Diversity, Equity and Inclusion are being added periodically. | The Office of Professional Development and Training Task Force will develop and share a plan with the REAL Team at a future date. |
| Create a comprehensive listing of all outside contractors who work directly with RCSD students, Feb. 2020 | A comprehensive review of current contracts contractors and professional development partners is being both reviewed and cultivated. | Where necessary additional outreach for services more aligned to our outcomes will be explored. |
| Continue meetings with program Director, and/or other key individuals in order to gain clear, comprehensive knowledge regarding program functioning, Sept. 2019. | The Office of Career in Teaching (CIT) will be moving to the Office of Human Capital with a new organization structure in place beginning in February 2021. Ensuring diversity in the mentor pool is expected in 2021-22. | A comprehensive plan for staff and educator effectiveness will be developed by September 2021. |
| Continue meeting with Program founders, Superintendents, Director of Placement, and other key individuals, Nov. 2019 | The Teaching and Learning Institute is currently reviewing this process. | The Office of Teaching and Learning will convene this group to conduct a project update. |
| Present DRAFT to REAL team, Sept. 2019 | There are modifications of dates and benchmarks. | Finalize the benchmarks and dates by May 1, 2021. |