

# BRENTWOOD SCHOOL DISTRICT



## RACE, EQUITY, & INCLUSION

### STRATEGIC PLAN



# OUR COMMITMENT

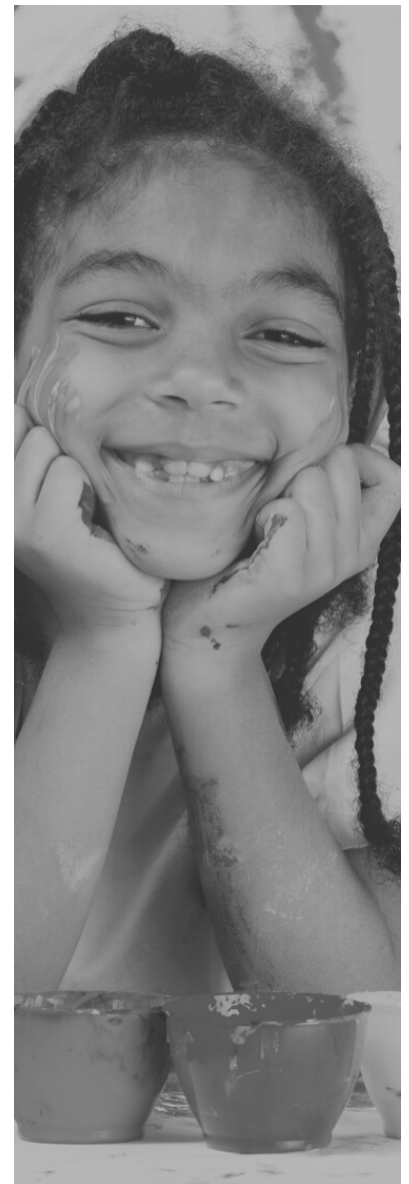
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It is not enough to simply denounce racism. Brentwood School District is committed to ensuring all students in our care, as well as their families and our staff members, are treated with respect, love, and care whatever their race, gender identity, orientation, religion, or socioeconomic status. As our mission states, we see each child and support them on their individual pathway. Racism has no place in our community, and we will not tolerate actions or words that make any members of the Brentwood family feel unsafe or uncomfortable.

It's imperative that we go above and beyond to make sure all of our students, especially those who have been historically underserved, have our support. This is not the kind of work that happens once and is over. This will be a continued focus for us and this strategic plan will help outline our current goals and progress surrounding race, equity, and inclusion.

**Brian Lane**

SUPERINTENDENT



# MISSION & VISION

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## MISSION

WE SEE EACH CHILD  
AND SUPPORT THEM ON  
THEIR INDIVIDUAL  
PATHWAYS



## RACE & EQUITY GOAL

TO BE A COMMUNITY  
FREE OF RACISM,  
MAKING A COURAGEOUS  
COMMITMENT TO SOCIAL  
JUSTICE.

# CULTURE, CLIMATE, & COMMUNICATION

**Goal #1:** We embrace and continually learn from our discomfort.

**Goal #2:** We support each other to speak out when we see racism in action.

**Goal #3:** We continually educate one another, including our staff, students and community on how racism harms our communities society.

## **Objective A:**

Administrative Leadership team will research and identify systems of racism that limit the success of our students.

**Objective B:** Open dialogue on racism with our community.



# CULTURE, CLIMATE, & COMMUNICATION

**Objective A:** Administrative Leadership team will research and identify systems of racism that limit the success of our students.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Administrative team weekly dialogue around injustice, race, and inequalities.	Central Office Administration & Building Principals.	June, 2020 - Ongoing

**Objective B:** Open dialogue on racism with our community.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Annual progress report on race and equity action steps.	Brian Lane, Sam Rayburn, BOE	May-June, Yearly at a BOE Meeting
Build anti-racist counter narrative based on a vision of racial justice equity.	Sam Rayburn	Fall, 2020 - Spring, 2021
Focus groups with families/students of color.	Brian Lane, Ed Johnson	Fall, 2020 - Spring, 2021
Plan district engagements with black families in their community. Maybe bring back the VICC meeting.	Brian Lane, Alex Tripamer, and Vicki Rees	Spring 2021
Host in-person parent and student conversations to hear their perspective on their experience in our district.	Brian Lane, Ed Johnson, Sam Rayburn	Fall, 2020 - Spring, 2021
Survey our parents and students to ask their questions about their experience.	Brian Lane, Ed Johnson, Sam Rayburn	Fall, 2020 - Spring, 2021

Goal #1: We continually change and revise policies and promote leaders that are Anti-Racist.

Goal #2: We willingly yield positions of power and empower those otherwise marginalized.

**Objective A:**  
Data-driven policy revision process.

**Objective B:**  
Anti-Racism and Equity policy.

# LEADERSHIP, GOVERNANCE, & POLICY



# LEADERSHIP, GOVERNANCE, & POLICY

**Objective A:** Data-driven policy revision process.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Research and training on recognizing how policies can unfairly target marginalized groups. (Every policy, complete a bias audit)	Equity Committee, Board of Education	Fall, 2020 - May, 2021
Audit current policies to determine impact on marginalized students/staff members.	Equity Committee, Board of Education	Fall, 2020 - May, 2021
Recommend new language for more inclusive, anti-racist policies.	Equity Committee, Administrative Team, Board of Education	Fall, 2020 - May, 2021

**Objective B:** Anti-Racism and Equity policy.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Research other district's policies on race, equity, and inclusion.	Equity Committee (Small group work)	Fall, 2020 - May, 2021
Draft sample policy language for Board to review.	Equity Committee	Fall, 2020 - May, 2021



# RETAIN & DEVELOP STAFF

Goal #1: We actively embrace our diverse identities, intentionally engaging one another and deepening our relationships.

**Objective A:** Diverse employee recruitment and retention.

**Objective B:** Staff professional development opportunities.





# RETAIN & DEVELOP STAFF

**Objective A:** Diverse employee recruitment and retention.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Ensuring all job descriptions reflect the true requirements of the position	Steven Rettke, Alex Tripamer, Administrative Team	May, 2020 - Ongoing
Degree and certification in content areas specific to the skill set required for the position on job postings. (ie. College Credit and World Language courses)	Steven Rettke, Administrative Team	May, 2020 - Ongoing
"Learn about Brentwood" presentations at various St. Louis area colleges and universities	Steven Rettke, members of Administrative Team	Fall, 2020
Attend local job fairs	Steven Rettke	Ongoing
One day workshop for college students on resume building and strategies for job interviews.	Steven Rettke, Dr. Cindy Neu, Vicki Rees	February 27, 2021
Provide support for newly hired diverse staff with a collaborative group in combination with another district.	Steven Rettke, Administrative Team	Fall, 2020 - Ongoing

**Objective B:** Staff professional development opportunities.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Book Studies on Anti-Racism with an invitation to all district staff.	Vicki Rees	September, 2020 - May, 2021
Staff PD on communicating with families with different backgrounds.	DPDC, Sam Rayburn	Fall, 2020 - Ongoing
Yearly diversity/inclusion training opportunities to include internal staff and external presenters.	DPDC, Administrative Team	Fall, 2020 - Ongoing



# STUDENT LEARNING & ACHIEVEMENT

Goal #1: We identify how some among us continue to benefit from racism.

Goal #2: We recognize and learn from our mistakes, and use them to motivate us to become better.



## **Objective A:**

Consistent data reporting on subgroup achievement, CCR, and discipline.

## **Objective B:**

Remove barriers to student opportunities.

## **Objective C:**

Address the subgroup learning gap.

# STUDENT LEARNING & ACHIEVEMENT

**Objective A:** Consistent data reporting on subgroup achievement, CCR, and discipline.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Review data on subgroups 3 times a year with the Administrative Team.	Dr. Alex Tripamer, Vicki Rees	Quarterly, 2020 - Ongoing
Report subgroup data regularly with the Board of Education and the public.	Brian Lane, Alex Tripamer	Fall, 2020 - Ongoing
Identify target areas to improve subgroup student success.	PLC Teams, Administrative Team, grade level teams	Quarterly, 2020 - Ongoing

**Objective B:** Remove barriers to student opportunities.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Examine entrance barriers for the gifted program to become more inclusive.	Alex Tripamer, Kyle Henderson, Terri Page, BMS Teacher Rep.	Fall, 2020 - Ongoing
Review the student data and description requirements on higher level courses that limit access for marginalized students.	Alex Tripamer, Vicki Rees, Secondary Administrative Team, Department Chairs, and Board of Education	Fall - Winter, 2020 - 2021
Create rubric and determine team makeup for challenge transition decisions.	Secondary Administrative Team, Alex Tripamer	Spring 2021
Develop a data watch list for minority students.	Vicki Rees, Alex Tripamer, Reading Specialists	Spring 2021
Framework of including: race, equity, inclusion embedded in all subjects. Evaluate Social Studies/ELA with a social justice lens or develop a new course to offer at the elementary, middle, and high school levels.	Administrative Team, Curriculum Facilitators	Fall, 2020 - Ongoing

# STUDENT LEARNING & ACHIEVEMENT

**Objective C:** Address the subgroup learning gap.

CRITICAL ACTION STEP	WHO'S RESPONSIBLE	TIMELINE
Implement culturally responsive teaching and leadership practices, reflecting contributions and perspectives of all people.	Equity Committee	Fall, 2020 - Ongoing
Study how to increase early childhood access for minority students.	Kristin Clemons	Fall, 2020 - Ongoing
Develop extended kindergarten boot camp.	Alex Tripamer	Fall, 2020 - Ongoing

TO EMPOWER  
AND SUPPORT OUR  
STUDENTS WITH MEANINGFUL  
RELATIONSHIPS  
THAT ALLOW THEM TO  
THRIVE AND BECOME POSITIVE  
FORCES OF CHANGE

