

ROCORI Inclusive Work

9-13-2021

Two Areas of Impact

- Systems
- Staff & Students

Systems: Timeline of Work

2018-19

Elementary Principals (Eric Skanson, Sam Court, and Mary Holmberg) attended training and book study with Dr. Paul Gorski through Leadership Evolution program provided by Resource Training and Solutions. Full day training and monthly meetings for book study with other area principals.

2019-20:

Leadership Cabinet (6 sessions with Sara Wicht using the Equity Literacy Institute framework)

- Wicht Consulting: <https://www.sarawichtconsulting.com/>
- Vision 2025 work began with Big River Group.
- Surveys went out in February of 2020...Survey summaries presented, March 2020. <https://www.rocori.k12.mn.us/information/school-board/strategic-plan>
- Goals for 2020-2021 developed included supporting student development through equitable resources and approaches and complete strategic plan on long range facility planning.

Timeline of Work

2020-21:

Vision 2025 approved December of 2021.

<https://www.rocori.k12.mn.us/information/school-board/strategic-plan>

District Equity Team (Teachers)

- August: Introduction to Equity Literacy (Gorski)
- December: Addressing Barriers to Equity (Marceline DuBose)
- January: Ditching Deficit Ideology, Embracing Transformative Equity (Gorski)
- Monthly meetings to identify inequities
- Equity Audit Timeline: (Identifying inequities based on gender, race, sexual orientation, ability, socioeconomic status, national origin, language, religion, and gender identity)

Begin gathering data for Equity Audit—Internal work began in March 2021

Timeline of Work

School Board directed administration to expand the equity scope of work on May 24th, 2021.

- Independent investigation specifically addressing allegations of racism and discrimination.
- Expanded the scope of our equity committee to conduct a needs assessment and provide recommendations back to the full school board.
- Suspended the ROCORI PROUD award until a full review is completed.
- Conduct listening sessions facilitated by a third party.
- Review equity of resources in extracurricular and co-curricular activities.
- Retain additional legal counsel with expertise in human and civil rights

ELI Selection

Request for Proposals were sent to three firms in December of 2020 to help us investigate the potential of audit work that would support Vision 2025.

- Three proposals were received from: Equity Literacy Institute, Equity Alliance Minnesota, and Culturally Responsive School Leadership Institute.
- Proposals were reviewed by the District Equity Committee and Administrative team prior to Superintendent asking for the go ahead to hire ELI (Equity Literacy Institute).
- Decision to choose ELI was made on cost, previous work, expertise in the equity field, reviewed at our District Leadership Team, and recommendations from Principals, Equity Team, and myself.
- June 21, 2021, School Board presentation was made, Superintendent asked to move forward with professional services contract, School Board agreed with continuing work with ELI.
- June 22, 2021, Superintendent sent a signed contract to ELI.

Contract Work

Equity Literacy Contract has five parts.

In full contract cost is \$41,000

What has been done:

Part 1: Document Review (Student Handbooks and District Policies)

Policy Review – ELI reviewed 30 district policies.

Completed:

- Policies have been sent to the Superintendent in parts on August 20 and 22, 2021

To Do:

- Policy suggestions will be reviewed by the policy committee
 - Policy meeting scheduled for September 15, 2021, to begin review process
- Any proposed policy changes will be sent to the board for approval
 - On-going with future policy meetings until all are policies are addressed like our current policy review process.

Part 1 Continued

Handbooks – ELI reviewed the HS handbook and the elementary handbook. We selected the HS and elementary handbooks as the MS handbook is similar to the high school. We can use the recommendations of the HS to consider changes to MS handbook.

Completed:

- Handbooks have been analyzed by ELI.
- Handbooks sent to Superintendent on August 20, 2021.

To Do:

- Administrative team must review handbooks by September 24, 2021.
- Administrative team will meet with Dr. Gorski for clarification and questions. September 16, 2021.
- Administrative team adjust and present to Superintendent week of Oct. 1, 2021.
- Administrative team will return handbooks to board for review by October 11, 2021.

Contract Work

Part 2: Focus Groups

Completed:

- Contacts were provided to other districts who have conducted focus groups.

To Do:

- Review best practices from contact districts for transparency, contacting families, selecting students.
- Schedule follow up session with ELI staff and administrative team to share findings

Contract Work

Part 3: Professional Development

Completed:

- 3 sessions scheduled for fall for district leadership and district equity committee members (9/2, 9/21, and 10/28).
 - Session on 9/2 complete via Zoom

To Do:

- 1 additional administrative training to be scheduled for late winter/spring.

Contract Work

Part 4: Keynote & PTC/Booster Training

Completed:

- Keynote scheduled with follow up small groups on August 30, 2021.
- Evening workshop for PTC/Host Parents/Booster Clubs and other community groups scheduled for August 30, 2021.

Staff Response to presentation:

- I would recommend workshop to others: 4.63/5
- The videos were engaging and informative: 4.72/5
- The workshop provided insight or tools to help me work better with students or families: 4.68/5.0

Contract Work

Part 5: Administrative Training using Data Analysis

This has been postponed due to the change of leadership at the secondary building. The goal is to schedule a meeting in mid fall to analyze fall screening data. Administration will pull the data from fall scores.

Completed:

- ROCORI administrative team and teachers met on August 23 to review annual academic and non-academic data to set building level goals for the 2021-22 school year (World's Best Workforce, Q-Comp, Student Learning Goal, and other district goals).

To Do:

- Fall Screenings (Fastbridge K-5, Star 6-8, 9-10)
- Schedule a time to analyze data and interpret data using an equity lens for the administrative team and an equity consultant.

Staff and Students Timeline of Work:

May of 2021

- Superintendent conducted staff meetings-5-6/5-10
- Superintendent followed up to all staff on 5/10 with email

Elementary

May focus was kindness, Speak up at School (all buildings have distributed the handout)

https://www.learningforjustice.org/sites/default/files/general/speak_up_pocket_card_2up.pdf

Secondary- In the classrooms

- **Judgement (week of 5-10)**
 - Speak Up At School to staff
 - Feedback from students on topics on on-going
- **Digital Citizenship (week of 5-17)**
- **The Words We Use (week of 5-24) things that kids are saying and how impactful they can be**

Staff and Students Timeline of Work:

- Staff-Voluntary Book Study June, July, August
- All Staff In-Service on August 30, 2021, with Seema Pothini
- SEL curriculum implementation-PK-K is Second Step, Character Strong 1-5, Spartan Time 6-8, Character Strong 9-12
 - August 31 staff training
 - Elementary Focus: September-Respect
 - Secondary Focus: September-Responsibility
 - October speaker for Secondary Students

Ongoing

Student and parent trainings/resources of the dangers of social media:

<https://rocorik12.familyzone.com/>

Involved with City of Cold Spring Inclusive work-Next meeting is October 7th

Board Update

- Board update on investigation
- Expand scope of Equity Audit/Work updated throughout presentation
- ROCORI Proud has gone back to buildings. District will continue with community awards only.
- Staff and Community presentations on August 30th, Focus Groups on-going
- Extra-curricular and co-curricular work
 - Added Diversity Club
 - Reports are being worked on with MSHSL report due in October
 - Booster Club and Coach involvement on process for resources reviewed
 - Coach Leadership training and development is being started
- Retain additional legal counsel with expertise in human and civil rights