

BRENTWOOD SCHOOL DISTRICT



RACE, EQUITY, & INCLUSION

STRATEGIC PLAN



2021

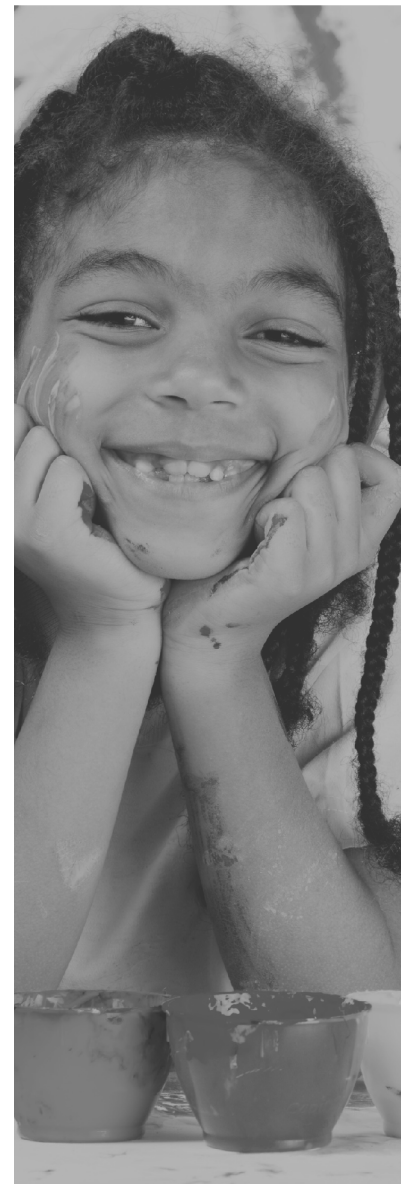
OUR COMMITMENT

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



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.

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 |



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. | Administrative Team | 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. | BOE, Superintendent, Director of Communications | May-June, Yearly at a BOE Meeting |
| Build anti-racist counter narrative based on a vision of racial justice equity. | Director of Communications | Fall, 2020 - Spring, 2021 |
| Focus groups with families/students of color. | Superintendent, Principal Lead | Fall, 2020 - Spring, 2021 |
| Plan district engagements with Black families in the community. | Superintendent, Administrative Team | Spring 2021 |
| Host in-person parent and student conversations to hear their perspective on their experience in our district. | Director of Communications | Fall, 2020 - Spring, 2021 |
| Survey our parents and students to ask their questions about their experience. | Director of Communications | Fall, 2020 - Spring, 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 | Executive Director of HR | 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) | Executive Director of HR | May, 2020 - Ongoing |
| "Learn about Brentwood" presentations at various St. Louis area colleges and universities | Executive Director of HR | Fall, 2020 |
| Attend local job fairs | Executive Director of HR | Ongoing |
| One day workshop for college students on resume building and strategies for job interviews. | Executive Director of HR | February 27, 2021 |
| Provide support for newly hired diverse staff with a collaborative group in combination with another district. | Executive Director of HR | 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. | Executive Director of HR | September, 2020 - May, 2021 |
| Staff PD on communicating with families with different backgrounds. | Director of Communications, District PD Committee | Fall, 2020 - Ongoing |
| Yearly diversity/inclusion training opportunities to include internal staff and external presenters. | District PD Committee, 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. | Asst. Superintendent of Instruction | Quarterly, 2020 - Ongoing |
| Report subgroup data regularly with the Board of Education and the public. | Superintendent | Fall, 2020 - Ongoing |
| Identify target areas to improve subgroup student success. | PLC Teams, Grade-Level Teams, Administrative Team | 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. | Asst. Superintendent of Instruction, Gifted Teacher | Fall, 2020 - Ongoing |
| Review the student data and description requirements on higher level courses that limit access for marginalized students. | Asst. Superintendent of Instruction, Department Chairs | Fall - Winter, 2020 - 2021 |
| Create rubric and determine team makeup for challenge transition decisions. | Asst. Superintendent of Instruction, Secondary Principals | Spring 2021 |
| Develop a data watch list for minority students. | Asst. Superintendent of Instruction | 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. | Director of Early Childhood Education | Fall, 2020 - Ongoing |
| Develop extended kindergarten boot camp. | Asst. Superintendent of Instruction | Fall, 2020 - Ongoing |

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

