

## Riverdale Teacher's Strategic Planning Survey Artifact Community and Belonging

In the fall of 2022, all teachers in Riverdale School District attended Professional Development focused on Strategic Planning. At the sessions, staff were asked a series of questions around thematic topics, also referred to in our district as “buckets.”

The responses below were focused on the theme of Community and Belonging. The category was summarized as follows: “Our community is made up of all the individuals who make our school district what it is: students, educational, administrative, & support staff, parents & caregivers, school board members, and volunteers. We are a diverse group coming from all over the world and now residing in neighborhoods across the Portland Metro area. Riverdale School District strives to be a place where everyone feels like they belong as their most authentic, unique selves.”

Original data is maintained by the district in confidential form.

Here is the prompt: *What are the most important activities/initiatives/programs/actions related to Community and Belonging that you would like to see at Riverdale?*

Category	%	Sample Quotes
Increase diversity among students and staff	7%	<ul style="list-style-type: none"> <li>● Work toward diversity - staff &amp; student.</li> <li>● Recruit students from broader parts of the metro area</li> </ul>
More respect towards staff from community members	11%	<ul style="list-style-type: none"> <li>● Treat teachers with kindness and as professionals. ie email, text, calls, communication.</li> <li>● More inclusive. Community options are inclusive. Stop bringing lawyers &amp; suing. Be kinder. Trust teachers as professionals.</li> </ul>
More DEI practices embedded into classrooms	8%	<ul style="list-style-type: none"> <li>● Inclusion needs to be explicitly taught with expectations throughout K-12. This feels like a subject that is beginning to be taught but is not a lived experience we truly own.</li> <li>● Teachers more confident &amp; open in discussing DEI topics</li> </ul>
More DEI staff and more DEI embedded into all areas of district	8%	<ul style="list-style-type: none"> <li>● People of color feeling more welcome and like their voices matter</li> <li>● Everyone understanding what DEI actually is</li> </ul>

## Riverdale Teacher's Strategic Planning Survey Artifact

### Community and Belonging

More unity between in district & out of district families, less division & stuck-up-ness	8%	<ul style="list-style-type: none"> <li>• More unity between in district &amp; out of district families, less division &amp; stuck-up-ness</li> <li>• Emphasize including families who live out of district</li> </ul>
More staff social events	3%	<ul style="list-style-type: none"> <li>• We would love more staff social opportunities</li> </ul>
Staff included for free in community events/Less expensive community events	8%	<ul style="list-style-type: none"> <li>• PTC events that are not focused on spending lots of money</li> <li>• Allow staff to attend community events free of charge.</li> </ul>
An end to bashing of staff in online forums	4%	<ul style="list-style-type: none"> <li>• Dunthorpe alliance. Disband "Secret F.B." Riverdale - no teacher's allow, even teacher parents at RGS</li> <li>• Monitor social media outlets for inappropriate feeds, ie staff bashing, teaming up</li> </ul>
More events/opportunities for connection between grade school and high school	8%	<ul style="list-style-type: none"> <li>• We need to have more collective experiences together as a WHOLE community!</li> <li>• More community events or school events that combine schools</li> </ul>
School Board	4%	<ul style="list-style-type: none"> <li>• School board members invest in our whole district by sending kids K-12 (is it possible to build a board w/ transfer community members?)</li> <li>• Scholarship program for transfers. School board members visit classrooms.</li> </ul>
More outreach to new families	5%	<ul style="list-style-type: none"> <li>• New student lunch groups. New parent meeting w/ counselor.</li> <li>• Intentional action to make new families feel like they belong</li> </ul>
Facilities changes	3%	<ul style="list-style-type: none"> <li>• Child friendly tables that fit the classrooms and trust in the teachers.</li> <li>• Gallery space as community gathering place.</li> </ul>
Consistency in expectations and	3%	<ul style="list-style-type: none"> <li>• Do better: more consistent expectations from teachers in all classes, continue to build upon what we've started here with</li> </ul>

## Riverdale Teacher's Strategic Planning Survey Artifact Community and Belonging

consistency from leadership		<p>phones, earbuds/pods by teachers and admin at the beginning of the year</p> <ul style="list-style-type: none"> <li>• Work toward stable consistent leadership.</li> </ul>
Build more community partnerships	7%	<ul style="list-style-type: none"> <li>• Community partnerships with arts organizations. Tap into more Portland arts organizations, ie- oregon symphony, Portland Youth Symphony etc</li> <li>• Bring in community members in the fields of study -&gt; interview day with community members</li> </ul>
Miscellaneous	16%	<ul style="list-style-type: none"> <li>• Genuine respect for all members of the community</li> <li>• Current social science standards embedded at all grade levels (not currently happening)</li> </ul>