

# Newport School District

## Racial Equity Tool: Learning Resource Plan Review Worksheet

Reviewer/Reviewers: \_\_\_\_\_

### Racial Equity Tool – Learning Recovery Plan (LRP)

#### 1. How does the policy promote racially inclusive collaboration and engagement?

RACIAL EQUITY BEST PRACTICES	LOOK-FORS
<ol style="list-style-type: none"> <li>1. Which community does this LRP impact? The NSD internal community? External community? Both?</li> <li>2. How will you identify the racial/ethnic groups potentially affected by this plan?</li> <li>3. What process will you undertake to collaborate and engage in a dialogue with communities of color (internally and/or externally) who have traditionally not been involved in the development, implementation and evaluation of district planning?</li> </ol>	

#### 2. How does the LRP educate on racial issues or raise racial consciousness?

RACIAL EQUITY BEST PRACTICES	LOOK-FORS
<ol style="list-style-type: none"> <li>1. How does the plan educate or reflect the history and current realities regarding race, racism, and the opportunity gap or the Antiracist Multicultural Organization?</li> <li>2. Is there any educational information that could be added to strengthen the plan?</li> </ol>	

#### 3. How does the LRP reflect a consideration of community conditions and set goals for eliminating racial inequity? (Assessment and goal setting should be a process with community involvement.)

RACIAL EQUITY BEST PRACTICES	LOOK-FORS
<ol style="list-style-type: none"> <li>1. Are the community conditions and/or agency racial inequities clearly documented? If not, what is your plan for assessing the community conditions?</li> <li>2. Are there goals and measures for eliminating racial inequity, if so what are they?</li> <li>3. How will goals be adjusted regularly to keep pace with changing community needs and racial demographics?</li> <li>4. What additional information could be added to strengthen the plan?</li> <li>5. What additional information could be added to the plan?</li> </ol>	

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Racial Equity Tool – Using Best Practices	
<b>4. How will the LRP expand opportunity and access for the NSD internal and/or external community?</b>	
RACIAL EQUITY BEST PRACTICES	LOOK-FORS
<ol style="list-style-type: none"> <li>1. How does the plan increase opportunity and/or access for those who historically have been excluded? This means, more explicitly, who benefits from and/or who is harmed by the policy?</li> <li>2. What are the strategies to improve access for ethnically diverse communities, including immigrants and refugees? Are interpretation and translation policies helping to improve access?</li> <li>3. What additional information could be added to strengthen the plan?</li> </ol>	
<b>5. How will the LRP affect systemic change? (An analysis of power and gate keeping is critical. How are issues of internalized superiority and inferiority being attended to?)</b>	
RACIAL EQUITY BEST PRACTICES	LOOK-FORS
<ol style="list-style-type: none"> <li>1. How does the plan make changes within the organization to eliminate institutional racism?</li> <li>2. Does the plan make provisions for accountability? If so, what are they?</li> <li>3. How does the plan work to address and eliminate structural racism?</li> <li>4. Is there any additional information that could be added to strengthen the plan?</li> </ol>	
<b>6. What strategies for eliminating racial inequity does the LRP suggest?</b>	
RACIAL EQUITY BEST PRACTICES	LOOK-FORS
<ol style="list-style-type: none"> <li>1. What are the overall goals and outcomes? What are the specific strategies for decreasing racial inequity and/or increasing student achievement? How do the specific strategies work to decrease racial inequity and increase student achievement?</li> <li>2. How will strategies be adjusted regularly to keep pace with changing community needs and racial demographics?</li> <li>3. Is there any additional information that could be added to strengthen the plan?</li> </ol>	

After conducting the analysis:  
 What are the lessons learned?  
 What resources are needed to make changes?  
 What are the next steps?