

Over the past year, two drivers of racially equitable systems have guided our collective work – Elevating Youth of Color Voice & Leadership, and Cultivating a Racially Diverse and Thriving Educator Workforce. Our Road Map region boasts over 200 languages and looks more like our global workforce with 74% Students of Color, These two ‘drivers’ are top priorities of youth, families, and communities in the region (1, 2), are key strategic and racial equity priorities of our districts (3), and have significant impacts for schooling experiences of our Students of Color (4, 5).

District teams took major steps forward in this work over the past year as they built stronger bridges with community in response to the Pandemic, recognizing that this transformational work cannot be done alone. In our convenings, the development of new initiatives like Youth Advisory Councils and Educator of Color leadership spaces reflected that commitment, created opportunities for feedback loops to drive system improvements and prioritized the needs of those furthest from educational justice.

District teams reported positive convening experiences, useful learning, and desires to continue to build on last year’s efforts by diving deeper into focus areas. This energy was generated in collaborative spaces where Students and Educators of Color could safely share their wisdom, their stories / 'testimonios', and their leadership. Their engagement and sense of belonging in spaces like these serves as both short-term method and long-term possibility of our work together to close opportunity gaps.

2022-2023 Overview

RMIC Leadership Sessions

Superintendent Evening Learning Series (x 4)

- Guest expert in learning that supports convenings.
- Relationship-building & coherence w/ new superintendents.
- Shared problem of practice for discussion (to support convening teams).

Quarterly Supt. & District Leader Meetings (4 x 60mins)

- Bridging strategic leadership w/ work of convening teams.
- At least one district decision-maker should attend.

RMIC Resources & Support

Subgrant Funding for Coaching or Technical Assistance

- Up to \$20K per initiative in the Fall

Design, Advisory, & Consultation Teams

- Regional and national experts to provide leadership, thought partnership & support.
- Attend community & district events to observe, learn, align.

Youth, Family, and Community Engagement

- Wisdom Council & Youth Wisdom Council design/advisory.
- [Community Conversations about Pandemic Learning & Educator Diversity](#) (coming soon).

Sustainability Strategy

- End of year celebration & planning forward.
- Capacity building in liberatory design for systems change.
- District commitment to sustainability plan (e.g., time, staffing, resources, leadership).

Learning & Action Convenings

3 Action Areas for 2022-2023

- *Elevating Youth of Color Voice & Leadership in the School and District Improvement Process*
- *Cultivating a Racially Diverse & Thriving Educator Workforce: Focus on Retention*
- *Cultivating a Racially Diverse & Thriving Educator Workforce: Focus on Recruitment & Growing Your Own Educators*

Convening Features

- Shorter more frequent sessions (6 x 2 hours)
- 1 hr district team time between sessions for consultation / support.
- Mixture of in-person and virtual meeting spaces.
- Scope & sequence aligned with district plans.
- Created with liberatory design principles.
- End of year district team deliverables.

End of Year Deliverables

- At least 3 bright spot case studies to support regional learning.
- District team summaries of year’s work and lessons learned, produced by PSESD.
- Regional racial equity action plan beyond 2022-2023, strategized by Road Map Superintendents, produced by PSESD.
- Liberatory Design toolkit to support racially equitable systems change.

2022-23 Learning & Action Convenings 2.0

Action Areas Informed by District Priorities

Elevating Youth of Color Voice & Leadership

Map landscape of district youth leadership (including resourcing, priorities, support & sustainability).

Create a regional youth leadership conference to strengthen connections.

Build capacity for partnership and co-design between adults & youth.

Build capacity in Youth Participatory Action Research.

Create youth leader feedback loops, listening sessions, & youth leadership assessments.

Develop district youth leadership recruitment & communication strategies.

Cultivating a Racially Diverse & Thriving Educator Workforce: *Focus on Retention*

Self-assess existing measures, data, & systems.

Identify, strengthen or create the community relationships necessary for effective retention of Educators of Color (EOC)

Design feedback loops w/ EOC to inform retention strategies.

Create affirming spaces & leadership communities for EOC.

Define and support the principal & district leadership qualities that facilitate EOC retention & growth.

Develop strategic plan to systematize EOC support, retention & professional growth.

Cultivating a Racially Diverse & Thriving Educator Workforce: *Focus on Recruitment & GYO*

Identify, strengthen or create the community relationships necessary for effective recruitment of EOC.

Identify and strengthen partnerships with teacher preparation programs that center antiracism and community-centered pedagogy.

Mentoring & professional growth

Evaluation and improvement of recruitment partnerships and systems.

Develop strategic plan to systematize antiracist EOC recruitment, mentoring, induction, leadership & professional growth.

Put Your District Teams Together By September 19th, 2022!

Recommendations from Last Year's Participants

For each set of learning & action convenings that a district plans to attend, assemble a team of 5ish members that:

- Is engaged and large enough to ensure continuity and action across the series.
- Reflects a cross-section of district staff that champions, implements, and/or is impacted by focus area work.
- Includes cabinet, executive and/or other district leaders to bridge strategy and action.
- Includes youth, parent, and/or community partners.
- Includes principal and teacher involvement where possible and relevant.

Other considerations:

- Nominate a leader / point-person on the team to communicate, coordinate, and track team action.
- Ensure team meets consistently before and between convenings to plan and implement actions.
- Consider rotating some team configuration based on convening topic (e.g., for principals and/or teachers to join).
- Work to provide support to teachers and students to enable participation during school hours if possible (e.g., consider subs for teachers, excused absences or advisory time for students),
- Connect with your team to identify how you can best sponsor, champion, lead, and/or support their work.