

RWPS District Equity Plan 2019-2025 YEAR 1

Strategies/Actions	Accountable	Resources Needed	Start Date	Complete By
Continuing to Support District-Wide PBIS	Admin Team	-	2019-20	Ongoing
Reset Reflect Room for Burnside staffed by licensed teacher or behavior specialist	Karsten Anderson	\$80000	2019-20	Ongoing
2 Full-Time EAs for BES/all Reset Reflect Rooms	Karsten Anderson	\$60000	2020	Ongoing
Additional Assistant Principal at RWHS	Karsten Anderson	\$120000	2020	Ongoing
District-Wide Wellness Team	Jess Whitcomb/Brent Lexvold	Grant Funded	2019-20	Ongoing
Behavior Incidents Data - Reworking Definitions	Admin Team	Time	2019	Ongoing
Increased mental health support for students; counselors, social workers (full time for both BES and TV)	Karsten Anderson	-	2019-20	Ongoing
Consistent MTSS Practices followed district wide	Admin Team	\$0	2019-20	Ongoing
District-Wide SEL Professional Development	District Implementation Team	Time	2019-20	Ongoing
Osseo School District/PI Indian Community wrote a grant with letter of support from RWPS for Dakota Language/Culture teacher				

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Osseo School District/PI Indian Community wrote a grant with letter of support from RWPS for Dakota Language/Culture teacher	Jess Whitcomb			

YEAR 2

Strategies/Actions	Accountable	Resources Needed	Start Date	Complete By
Perspectives Course	Jess Whitcomb	1.0 FTE	August 2020	Ongoing
Wing Huie Professional Development	Jess Whitcomb	Grant Funded	August 2020	April 2020
Admin & School Board reading & book study on “White Fragility”	Jess Whitcomb/Sonia Smith	32 books	August 2020	June 2021
Create District-Wide Equity Team	Jess Whitcomb		September 2020	Ongoing
Year Long - Admin Racial Equity Training	Jess Whitcomb	\$20,000	October 2020	August 2021
Creating an SEL & Equity Plan with input from School Board, Curriculum Instruction and Assessment Team & District Advisory Committee, Human Rights Commission, Students, Families, and District Equity Team	Jess Whitcomb	Time	October 2020	Sept 2021
Institute for Courageous School & District Leadership	Karsten Anderson	\$15,000	Summer 2021	Spring 2022
Utilize the Racial Equity Analysis Protocol (REAP)	Jess Whitcomb		October 2020	Ongoing
Conduct an in-depth review of board vision & district policies & practices using an equity lens (REAP) including non-discrimination policies.	Karsten Anderson./School Board	Time	September 2020	Ongoing
Review hiring activities to further promote hiring staff with diverse backgrounds, particularly people who are BIPOC and LGBTQIA+, to enrich the learning environment for all students by way of diversified perspectives, identities and experiences.	Karsten Anderson	-	October 2020	Ongoing
Edit & Revise RWPS SEL & Equity Plan	Karsten Anderson	Time	October 2020	June 2021

Review Curriculum Maps and Adoptions	Jess Whitcomb, CIA Team	-	2020-21	Ongoing
Purposeful increased diversity in representation in career speakers	Mick Wendland	-	2020-21	Ongoing
Developing Partnership with City of Red Wing and Human Rights Commission	Karsten Anderson	-	2020-21	Ongoing
21 Day Equity Challenge	Equity Team	EAB?		
Black Student Union was created at RWHS				
School Board Equity Workshop #2	School Board & Karsten	-	March 2020	March 2020

YEAR 3

Strategies/Actions	Accountable	Resources Needed	Start Date	Complete By
Institute for Courageous School & District Leadership	Jess Whitcomb	\$15,000	Summer 2021	Spring 2022
Utilize the Racial Equity Analysis Protocol (REAP/HEEAP)	Jess Whitcomb	-	October 2020	Ongoing
Developing Partnership with City of Red Wing and Human Rights Commission	Karsten Anderson	-	2020-21	Ongoing
Anti-bias Training for all staff	Jess Whitcomb			
Offer tutorials for parents or those responsible for facilitating students' at home instruction on commonly used virtual learning platforms (e.g., LMS, educational technology platforms) in an easy-to-understand format and in languages that reflect the community demographic.	K-12 Admin			
Offer students additional academic support outside of regular instruction hours (e.g., 1:1 tutoring, Homework Hotlines, and intervention periods with teachers)	Assistant Principals or Student Support Coordinators			
Leverage teacher input on student support services to better align teacher resources and professional development with expressed teacher needs. (District Staff Development Committee)	Tony Casci			
In hybrid, virtual, and in-person, create district staff & student expectations of attendance, class participation, and behavior.				
Create a method for regularly assessing school climate and students' sense of belonging (use the mentor network & SABERS)	Jess Whitcomb			
Explicitly condemn systemic racism in communications to students, families, and community members and recommitted to	School Board			

promoting equity - specifically racial equity - district-wide. (Possibly 1-5-15 strategy from Faribault)				
Continue Link Crew at RWHS based on the suggestion to create a buddy-system for students to foster classmate relationships	Robin Pagel			
Offer faculty & staff guidance on recognizing and responding to trauma and student safety in a virtual or hybrid learning environment. (Access in ALL languages)	Jess Whitcomb			
Train educators, staff, and parents on trauma-informed care best practices (e.g., Positive Behavioral Intervention Supports (PBIS)) to enable better student support in-person and at home.) with an equity lens.	Jess Whitcomb/Emily Seefeldt			
Prepare teachers to be well-versed in the multitude of cultures represented in their classrooms and in the curriculum	Jess Whitcomb			
Form a behavioral health intervention team responsible for identifying appropriate student supports, monitoring trends in student needs and behaviors, and using data to optimize preventative programming and care at each school (i.e. District Community PBIS/Wellness Team)	Nicky Buck/Emily Seefeldt			

Research other schools & provide resources to or safe spaces /counselors on undocumented students and the options available to them	Jess Whitcomb/Jeimmy Yusty			
Bring the suggestions from Thomas Harris to the District Equity Team				
Wing Huie committed to participating in Perspectives class again	Jess Whitcomb			
If we are awarded the grant, Osseo School District will write curriculum for Dakota Language and Culture teacher	Osseo School District			

YEAR 4

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Institute for Courageous School & District Leadership	Jess Whitcomb	\$15,000	Summer 2021	Spring 2022
Utilize the Racial Equity Analysis Protocol (REAP/HEEAP)	Jess Whitcomb	-	October 2020	Ongoing
Developing Partnership with City of Red Wing and Human Rights Commission	Karsten Anderson	-	2020-21	Ongoing
Create a systemic positive onboarding student process for mid-year students	Admin Team			
Proactively recruit, retain, develop and advances a diverse workforce (Create a Grow Your Own Initiative)	Amy French			
Improve district opportunities (i.e. Winger Flight Path/PSEO) family communication & the hidden rules	Admin Team			
Use an equity-focused decision-making matrix or framework before policy and practice are implemented to mitigate disproportionate effects on BIPOC.	School Board/Karsten Anderson			
Practice Continuous Improvement through data	Jess Whitcomb			

YEAR 5

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Institute for Courageous School & District Leadership	Jess Whitcomb	\$15,000	Summer 2021	Spring 2022
Utilize the Racial Equity Analysis Protocol (REAP/HEEAP)	Jess Whitcomb	-	October 2020	Ongoing
Developing Partnership with City of Red Wing and Human Rights Commission	Karsten Anderson	-	2020-21	Ongoing
Remove SROs from schools and create safety coaches	Karsten Anderson			
Develop a bias and racism response team charged with developing a plan for and preparing teachers to address incidents of bias and racism.	Jess Whitcomb			