









**National Merit Scholarship
Program Semifinalists**



**Team USA in the World Junior
Ultimate Championships**

School Board Listening Session Dates

Kindergarten Welcome

- Saturday, November 2, 2024
- 10 a.m. - 12 p.m.

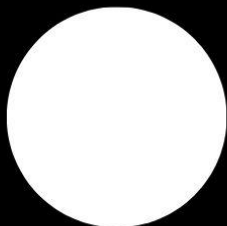
Howl-O-Ween

- Sunday, October 13, 2024
 - 12 - 3 p.m.
-

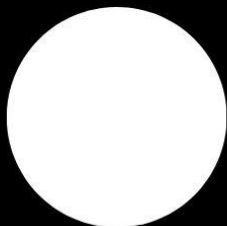
Staff of Color Retention

Develop a retention strategy that amplifies the voices, perspectives, and needs of staff of color leading to a safer, more empowered, and fulfilling culture of belonging focused on retaining racially-conscious staff.

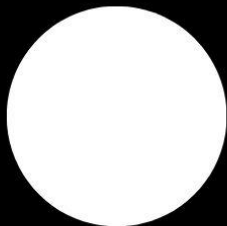
What would help make you want to stay in SLP?



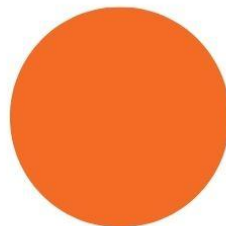
Authentic relationships and support



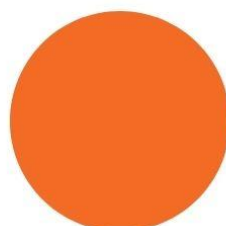
Accountability and action



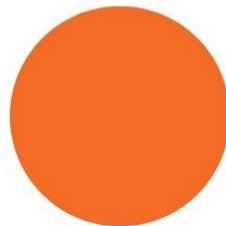
Courageous leadership and equity



Accountability and action



Support and recognition



Anti-racist allyship

Dreams for the future



“Staff that actually feels comfortable and confident in speaking their actual truth”

“Accountability for white colleagues to do the interruption of white supremacy work.”

“That all staff feel safe and a sense of belonging”

Steps we could take to improve retention of staff of color

Staff of Color

Authentic Relationships and Support: Build authentic relationships, listen to, and support staff of color, and ensure competitive salaries and respect for BIPOC voices.

Training and Allyship: Develop white allyship training, educate white colleagues on microaggressions and whiteness, and hold admin accountable with a focus on mentoring and trust.

Administrative Practices and Organizational Culture: Place teachers of color intentionally, conduct meaningful exit interviews, and create affinity groups with purpose, while allowing staff time and space for well-being.

Leaders of Color

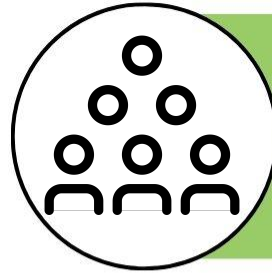
Healing and Accountability: Address and repair racial harm, implement consistent HR practices to address systemic racism, and hold staff accountable with data.

Amplify and Value Voices: Elevate BIPOC voices, ensure they are heard and valued, and believe their experiences, while taking concrete actions, not just listening.

Shared Responsibility: Require white colleagues to do the heavy lifting in addressing racial issues, demonstrate their commitment, and ensure white leaders actively support and call out issues.



Steps for 2024-25 School Year



Create affinity and ally groups



Develop a leadership development opportunity for racially conscious staff



Fully actualize CARE team cycles in order to decrease the racially achievement gap