



# **Red Wing Public Schools SEL & Racial Equity Plan**

*In Progress*

2019-2025

Updated: July 21, 2020

# Vision

Red Wing Public Schools strives to provide an innovating and meaningful educational experience that fosters curiosity; pursues and applies best practice; **embraces diversity by respectfully engaging all students, families, and staff**; connects and partners with our community.

# Mission

The mission of the Red Wing Public Schools is to educate and inspire all students as they realize their full potential and become respectful, responsible, and productive citizens.



# Core Values - How do we live these?

**Respect** - We act in a way that demonstrates how much we value each other

**Responsibility** - We keep our promises and follow through on what is expected of us

**Pride** - We are proud of our history and who we are becoming

**Safety** - We work for the well-being and care of each other

**Community** - We welcome all and recognize the whole as the sum of our diverse parts



# RWPS Educational Plan Strategic Directions 2019-2025

**Direction 1:** Providing excellent educational opportunities to enhance student learning and engagement with proven instructional strategies and technology integration

**Direction 2:** Focusing instruction and professional growth on improving student learning and engagement

**Direction 3: Creating a responsive, safe, open and respectful environment across all schools and programs**

**Direction 4:** Providing high quality efficient services through the strategic investment and allocation of resources



# Objectives

- Update of the RWPS 5 Year Equity Plan
- EAB background
- Check-in on school board actions from April 20th
- Create next steps



# Norms - Beyond Diversity Training

Speak Your Truth - Immediate & Personal

Stay Engaged

Experience Discomfort

Expect & Accept Non-Closure



# Challenges

This will be uncomfortable

This work is hard

We are all going to make mistakes -  
Please assume positive intent.

This is a never ending journey of self.



# School Board Actions (p. 3)

## School Board

- ❖ Implement School Board member's suggestions on next steps. (Karsten Anderson)
  - Implement focus groups of students & families & community members on equity statement (Anna & Jennifer, Nicky)
  - Plan an Equity Statement to add to mission & vision statement & add to One-pager (Jim, Holly, Nicky)
  - Improve Policy 1000 - Phase 4 (Pam, Anna, Nicky)
  - Improve all policies by reviewing through an equity lens (Policy Committee)
  - Implement all board members reaching out to community members they haven't met to increase connection to the community (All members)
  - Implement reflection on school board workshops to take next steps (Holly & Nicky)
  - Implement 3-5 Workshops discussing equity moving forward (Pam & Jim)
  - Implement looking at data and doing a deep dive into achievement data (Pam, Jim, Jennifer)
  - Improve hiring practices with a Board Workshop or presentation (Pam, Jim, Karsten)
  - Implement the Racial Equity Analysis Protocol (REAP) during policy reviews (Karsten Anderson)
- ❖ Explicitly condemn systemic racism in communications to students, families, and community members and recommitted to promoting equity - specifically racial equity - district-wide. (School Board)





# Staff Development Update - Dr. Sharroky Hollie



## Validate, Affirm, Build, Bridge

- Culturally Responsive Classroom Management
- Culturally Responsive Teaching and Learning Jumpstart
- Culturally & Linguistically Responsive Coaching



# Staff Development Update - Sam Ouk



- Anti-Bias 101, 201, 301
- Follow up discussion and conversation starters.



# Postcard Feedback

- What do you like about Red Wing Public Schools?
- What would you change about Red Wing Public Schools?

