

Priority Work #2 Update



**St. Louis Park
Public Schools**



Purpose

- Provide an update about the progress on the 2020-2025 St. Louis Park Public Schools Strategic Plan Priority #2
 - **Priority #2:** 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 specific strategies could we employ to increase the likelihood of staff of color choosing to come and stay in SLP?



Why does this matter?

Our mission is centered on seeing, inspiring and empowering every learner and we are all learners.

Shifting the focus off of one way of being/learning, we create an environment where the gifts and talents of the individuals are seen as a value add to our system.

Individuals carry their stories with them and how staff of color experience SLP should reflect our value of racial equity.

Our aim is to not be a racist system and not just about words on a document.

Staff of Color Representation

(Year | % of New Hires | % of All Staff | Teachers of Color)

- 2014-15: **17.5%** | **11.1%** | **29**
- 2015-16: **21.5%** | **15.5%** | **34**
- 2016-17: **24.4%** | **13.6%** | **38**
- 2017-18: **30.0%** | **15.5%** | **39**
- 2018-19: **36.5%** | **16.3%** | **41**
- 2019-20: **27.8%** | **17.0%** | **41**
- 2020-21: **35.6%** | **18.9%** | **47**
- 2021-22: **38.5%** | **22.5%** | **54**
- 2022-23: **28.0%** | **24.2%** | **53**
- 2023-24: **35.8%** | **25.5%** | **58**
- 2024-25: **44.3%** | **27.3%** | **64**

Employee Retention by Race

(Race | Total Employees | Termed Employees | Total After Termed | Retention Rate | Turnover Rate)

- **American Indian/Alaskan:** 5 | 2 | 3 | **60%** | 40%
- **Asian:** 26 | 5 | 21 | **81%** | 19%
- **Black/African American:** 87 | 17 | 70 | **80%** | 20%
- **Hawaiian/Pacific Islander:** 2 | 0 | 2 | **100%** | 0%
- **Hispanic/Latino:** 63 | 5 | 58 | **92%** | 8%
- **Two or More Races:** 23 | 4 | 19 | **83%** | 17%
- **White:** 546 | 62 | 484 | **89%** | 11%
- **Total:** 752 | 95 | 657 | **87%** | 13%

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.

Dreams for the future

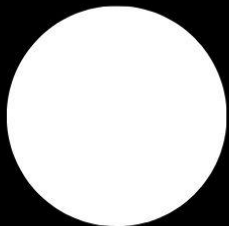


“Staff that actually feels comfortable and confident in speaking their actual truth”

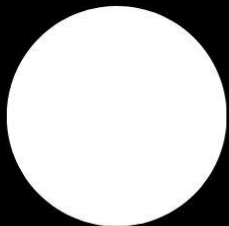
“Accountability for white colleagues to do the interruption of white supremacy work.”

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

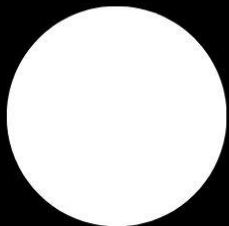
What would help make you want to stay in SLP?



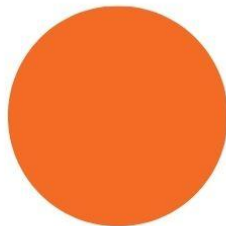
Authentic relationships and support



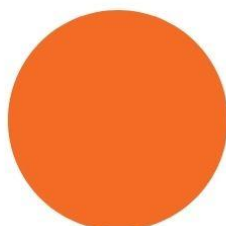
Accountability and action



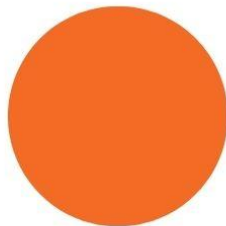
Courageous leadership and equity



Accountability and action



Support and recognition



Anti-racist allyship

Action Taken

- Continued work through superintendent CARE Team project to develop a retention strategy
 - One Staff of Color group meeting
 - Four meetings for White Ally Group
 - Leader of Color group starting next year
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Questions?