

**Parkrose School Board Goals (Draft)**

**2020-2021**

**Our core values are such that safety, racial equity, and individual academic success for each child is paramount. We believe that each one of these core values is important to make that true:  
All individuals are treated with respect and dignity, Every child is a social, emotional, and creative being,  
Our families and community are partners in their children’s education, Learning is relevant to our students, Students are partners in their educational journey**

<b>Goal 1</b>	<ul style="list-style-type: none"> <li>● As part of the Parkrose School District’s strategic plan to recruit and retain staff of color, The district will develop and implement a teacher pathway program that is intended to recruit classified staff of color to become teachers in our district as measured by enrolling ___ staff to participate in the program. Parkrose will increase staff diversity by 10% or more in the 20-21 school year.</li> </ul>
<b>Goal 2</b>	<ul style="list-style-type: none"> <li>● Parkrose School District will decrease racial disparities in discipline so that each subgroup in our discipline data is a 1:1 correlation to the groups representation in the district. (ie. 24% Hispanic/Latino students would not represent more than 24% of the discipline referrals in Parkrose School District)</li> </ul>
<b>Goal 3</b>	<ul style="list-style-type: none"> <li>● Parkrose School District will provide effective Comprehensive Distance Learning support to students and families as measured by 90% satisfaction through family and student surveys.</li> </ul>
<b>Agreements</b>	<ul style="list-style-type: none"> <li>● Operationalize our equity lens, make sure it's prominent in our work             <ul style="list-style-type: none"> <li>○ Know the policy</li> <li>○ United message about racial equity</li> <li>○ Should be part of the conversation</li> </ul> </li> <li>● Use the Equity tool to determine academic and financial priorities</li> <li>● Commitment to use it and hold each other accountable to that commitment</li> <li>● The tool is an integral part of our committees</li> <li>● Include goals as part of the board self-evaluation</li> <li>● Add to our board agreements the operationalizing of the ‘Equity Lens’</li> <li>● Report back each month on the progress of community/stakeholder engagement</li> <li>● Group book study-professional development “Dare to Lead”             <ul style="list-style-type: none"> <li>○ Establish a PD plan as a group</li> </ul> </li> <li>● Use work sessions to learn how to integrate the equity lens to question the work of the stakeholder engagement</li> </ul>