Reynolds
School District

Dr. Linda Florence, Superintendent
EQUITY Goals & Action Plan 2016-2017

Target Area: EQUITY

Human Resources Goals:
- Continue to improve recruitment systems that promote minority recruitment

Action (Steps to Accomplish Goal)	Evidence of Implementation	Evidence of Impact (Outcomes)	Resources/ Budget Impact	Person Responsible
Increase Recruitment in Bilingual Pathways Programs	• Specific promotion of bilingual pathways opportunities for classified staff • Deeper relationships with community teacher recruitment programs • University presentations to eligible classified staff	• Measurable increase in numbers of informed and eligible classified staff members • Year over year increase in applications to partnership programs	• General Fund	• Director of Equity & Compliance/HR • Superintendent
Establish Teacher Cadet Program at RHS	• Establish partnership with Warner Pacific teacher cadet program at MHCC • Establish selection process and support for identified students and staff	• Up to 10 teacher cadets selected for the 2017-18 school year	• General Fund	• Director of Equity • Asst. Superintendent • RHS Principal • Superintendent
Increase Minority Applicant Pool	• Systematize manner to track and process minority applications • Annual workforce demographic report	• Measurable increase in number of viable HR strategies for minority recruitment	• General Fund	• Director of Equity & Compliance/HR • Superintendent

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Teaching and Learning Goals:

- Expand targeted language resources for instruction, parents and communities
- Ensure equitable access for Special Education, Talented and Gifted, Bilingual Education and English Language Development students
- Affect a measurable increase in the amount of trained culturally responsive staff
- Institute equitable entry-exit procedures for specified minority programs
- Continue to reduce disparities in discipline through restorative justice practices
- Increase cultural integrative services for academic priority students

Action (Steps to Accomplish Goal)	Evidence of Implementation	Evidence of Impact (Outcomes)	Resources/ Budget Impact	Person Responsible
Continue Alder Two-Way Bilingual Education Program	• Quarterly reports on academic and systemic improvement • Comprehensive evaluation and report	• Research and evidence based systemic and academic program alignment.	• General Fund	• Director of Equity & Compliance/ C&I • Superintendent
Implement Systemic Professional Development for Staff in Cultural Responsibility	• District wide access to PD modules and tools that measure cultural responsibility	• Increase in the # of staff exposed to culturally responsive professional development	• General Fund	• Director of Equity & Compliance/ C&I • Superintendent
Refine Disciplinary and Expulsion Systems Alignment	• Streamline disciplinary internal systems • Aligned intervention /restorative practices district wide • Increased restorative problem solving with administration and Expulsion Hearings Officer	• 20% decrease in overall student out of school suspensions, from 1,250 incidents district wide, to under 1,000 incidents. • Disciplinary incidents proportionately aligned to district ethnic group populations.	• General Fund	• Director of Equity and Compliance • Ex. Dir of Student Services • Asst.Superintendent • Superintendent
Implement Newly Created Structures to Service SPED/EL Students in RSD	• Staff access and PD on new SpED/ELL procedures for dual identified EL/SPED students	• 100% inclusion of all identified students into ELD • Measurable decrease in misidentified/unidentified students	• Title III	• Director of Equity & Compliance/ C&I • Ex. Dir. Of Student Services • Superintendent

Action (Steps to Accomplish Goal)	Evidence of Implementation	Evidence of Impact (Outcomes)	Resources/ Budget Impact	Person Responsible
Implement Viable Entry-Exit Procedures for Equity Programs	• Implementation of guidelines for minority recruitment into specialty programs (TAG/ bilingual)	• Measurable increase in teacher referrals of minorities into specialty programs	• General Fund	• Director of Equity & Compliance/ C&I • Superintendent
Expansion and Enhancement of Language Services	• Re-structuring of the language services division • Recruitment of more language liaisons • Professional development for language liaisons	• Measurable increase in the capacity of language services division • Measurable increase in the access to various translated documents	• Title III	• Director of Equity & Compliance/ C&I • Superintendent
Expansion and Enhancement of ELD Newcomer Services	• Well-designed newcomer programs (e.g. Raider to Raider high school program) • Restructured newcomer registration K-12 • Access to alternative programming for older RHS/RLA newcomers	• Measurable increase in achievement, graduation rates and Annual Measurement of Achievement Objectives (AMAO) among high school ELD population • Measurable increase in student leadership opportunities in ELD	• Title III • General Fund	• Director of Equity & Compliance/ C&I • Superintendent
Audit Student Rights Policies for Equitable Access	• List of policies delivered to superintendent for equity review	• Decrease in misaligned policies and procedures within student rights and responsibilities handbooks across schools	• No Impact	• Director of Equity & Compliance/ C&I • Superintendent
Sustain Marylhurst University ESOL Endorsement Program for Faculty	• Continuance of new ELD cohort for spring semester	• Increase of ELD Endorsement candidates in Reynolds School District	• General Fund	• Director of Equity & Compliance/ C&I • Superintendent

Target Area: EQUITY

Operations Goals:

▪ Provide the support for each operations department to create an equity plan of action

Action (Steps to Accomplish Goal)	Evidence of Implementation	Evidence of Impact (Outcomes)	Resources/ Budget Impact	Person Responsible
Continue PD Equity Cycles for Classified Operations Staff	• Increase in electronic professional development opportunities (Schoology) and workshops	• Measurable increase in % of classified staff receiving systematic, periodic equity professional development	• No Impact	• Director of Equity & Compliance/Operations • Superintendent
Establish Equity Plans Across All Operations Departments	• Realistic, implementable, goal-oriented plans for equity in 100% of all operations departments	• Increase in administrative oversight and follow-up for operations equity and equitable practice	• No Impact	• Director of Equity & Compliance/ Operations • Superintendent
Equity Expansion Through Electronic Record Keeping	• Implementation of electronic ticket services for language services/tutoring services for ELD	• Measurable decrease in wait times for language services • Archived, systematic record of accountability for needs analysis	• General Fund	• Director of Equity & Compliance/ Operations • Superintendent

Target Area: EQUITY

Communications Goals:
- Expand the community knowledge and information about equity in the district

Action (Steps to Accomplish Goal)	Evidence of Implementation	Evidence of Impact (Outcomes)	Resources/ Budget Impact	Person Responsible
Expansion of Cultural Promotion	• Systematic, archived promotional materials for cultural events and information	• Measurable increase in faculty and staff awareness of cultural difference	• General Fund	• Director of Equity & Compliance/ Communications • Superintendent
Bilingual Pathways Promotion	• Systematic, archived promotional materials for bilingual pathway opportunities (PSU)	• Increase in informational events to promote bilingual pathways • Increase in applicants to bilingual pathways	• General Fund	• Director of Equity & Compliance/ Communications • Superintendent
Expand Language Access for the RSD Website	• Complete cost-support analysis for Spanish and at least 2 other district languages	• Increase in electronic information accessibility for language minority communities in RSD	• General Fund	• Director of Equity & Compliance/Communication • Superintendent
Equity Conference Promotion	• Systematic, archived promotional materials and mailing lists for Reynolds Equity Conference	• Measurable increase in conference participation	• General Fund	• Director of Equity/Communications • Superintendent

Target Area: EQUITY

District Leadership Goals:
- Develop equity plans at each school to provide cultural awareness and equitable practice

Action (Steps to Accomplish Goal)	Evidence of Implementation	Evidence of Impact (Outcomes)	Resources/ Budget Impact	Person Responsible
Active Involvement for Administrative Equity Committees	• Communication of equity initiatives through administrative participation in district committee work • Complete representation across K-12 and other departments	• Increase in district wide workshops lead by Administration • Archived electronic resources for administrative staff\ • Aligned building and departmental equity plans to district initiatives	• No Impact	• Administration/Director of Equity & Compliance • Superintendent
Implementation of Administrative Equity Action Plans	• Mid-term progress administrative progress report • Archived annual equity plans for 100% of administration by September 30th for October 1 implementation • Principal report on the state of school equity during board SIP presentations	• Fully implemented equity plans with evidence of outcomes from all buildings and departments	• No Impact	• Administration/Director of Equity & Compliance • Superintendent
Expand District Equity Council	• Quarterly reports to Cabinet regarding current equity issues in the RSD community • Bi-annual reports to the RSD Board of Directors regarding the state of equity in RSD	• Increase in administrative and public access to knowledge of district equity affairs	• General Fund	• Administration/ Director of Equity and Compliance • Superintendent