

# Eliminate Racism Education Action Team Year 2022

**Vision:** Rockford is a community where everyone feels valued and has control of their own destiny.

**Mission:** To eliminate individual and systemic racism and injustice in Rockford and the surrounding area.

Action Team: Eliminate Racism-Education Action Team

**Mission:** To be passionate advocates of equity-driven policies and practices in the Rockford Public Schools (RPS205) so that all students will be prepared for social and academic success.

**Goal #1:** To increase to 20% People of Color - especially African-American and Hispanic--in all levels of RPS205: administration, faculty, staff, and board members by the 2020-2021 school year. (We are not currently on track to meet this Goal but will continue to advocate for it.) By the 2025-2026 school year, have percentages of African-American and Hispanic administration, staff, and board members match the percentage of African-American and Hispanic students within the system.

Tactics (Action Steps)	Deadline	Who will do this?
<p><b>Local Development of Potential Teachers of Color</b></p> <ol style="list-style-type: none"> <li>1. Advocate for RPS to create a system to develop our own teachers of color by starting with elementary students, middle school students and high school students.</li> <li>2. Meet with High School Principals:               <ul style="list-style-type: none"> <li>• Encourage them to expect their Guidance Counselors to make certain every Student of Color knows of the opportunities eligible to them in the education field.</li> <li>• Advocate for RPS to provide on-going equity training for guidance counselors</li> <li>• Advocate for RPS to require equity to be part of the evaluation of guidance counselors aligned to a specific district wide equity goal.</li> <li>• Advocate for the high schools to hold Parent/Student Career Fairs in the evening at their schools so more parents can attend.</li> </ul> </li> <li>3. Advocate for RVC and Rockford University personnel to spend significant time in all the high schools in RPS communicating opportunities in education to students, especially students of color.</li> <li>4. Advocate for scholarships for paras of color in the district to become teachers and also provide support for them to ensure their success.</li> </ol>		

<p><b>Support for Teachers of Color Currently Employed</b></p> <ol style="list-style-type: none"> <li>1. Advocate for RPS to collaborate with National Alliance of Black School Educators by sending teacher representatives from RPS to the National Conference. (NABSE)</li> <li>2. Advocate for REA to develop a support group for Teachers of Color.</li> <li>3. Advocate to community organizations to support Teachers of Color.</li> </ol>		
<p><b>Recruit at HBCUs</b></p> <ol style="list-style-type: none"> <li>4. Determine which HBCUs have strong education programs and recommend that the district develop a long-term relationship with them.</li> <li>5. Publicize the incentives in place for future Teachers of Color</li> </ol>		
<p><b>School Board</b></p> <ol style="list-style-type: none"> <li>6. Eliminate Racism Ed Team will speak at School Board meetings to ensure that the Board understands our recommendations after we have studied the most recent data and have prepared a written presentation.</li> </ol>	Starting Fall 2021	
<p><b>Community Groups</b></p> <ol style="list-style-type: none"> <li>7. Eliminate Racism Ed Team will develop a list of community groups to present to regarding the need of growing teachers of color in RPS and of supporting current teachers of color.</li> </ol>	Starting Fall 2021	