

Eliminate Racism Education Action Team 2022

Vision: Rockford is a community where everyone feels valued. Mission: Eliminate Racism in Rockford.

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 2: To ensure that RPS205 policies and resources – teachers, counselors, supplies, technology, etc – are distributed equitably, based on the needs of students in the school and measured by the state required assessment data and the district discipline data. This goal shall be met by the 2020-2021 school year. (We are not currently on track to meet this Goal but will continue to advocate for it.)

Tactics (Action Steps)	Deadline	Who will do this?
<p>Policy/Resources to address Covid Gap:</p> <ol style="list-style-type: none"> 1. Ask Dr. Jarrett what the district’s plans are to address the “Covid Gap” based on data collected related to 2020-2021 attendance and spring 2021 academic testing data. 		
<p>Finance Policies/Resources: The Action Team will:</p> <ol style="list-style-type: none"> 1. Survey current resource distribution by studying per pupil expenditure data and create questions for the Finance Dept (Michelle Jahr). Did struggling schools get more \$\$ and if so, how were those \$\$ spent? How were adequacy \$\$ spent? 2. Determine if struggling schools improved based on additional \$\$ spent by studying assessment data and discipline data (Covid issues may invalidate data) 3. Interview staff, students, and parents in terms of resource needs. 4. Determine if class size is in line with State of Illinois recommendations. (This is also a REA Contract issue that affects the budget) 5. Determine how many multi-classroom leaders & racial background have been hired during 2020-21 school year and continue to increase multi-classroom leaders in struggling classrooms & new teacher classrooms and study data to determine effect. 	Fall 2021	

<p>Discipline Policies/Resources: The Action Team will:</p> <ol style="list-style-type: none"> 1. Advocate for RPS to determine the root causes of the disparity in discipline. 2. Advocate for Job-embedded & on-going professional development related to implicit bias and discipline and trauma informed practices with a special emphasis on guidance counselors. 3. Advocate for RPS to change the message coming from the top related to discipline, so that they create a culture of learning and support by making mandatory programs for intervention and assistance that includes counseling before a student can be suspended out of school. 4. Advocate for RPS and Prairie State Legal to create a system that provides a lawyer to advise parents/students who have been recommended for expulsion/EIA if they cannot afford their own lawyer before parents have signed any agreement. 5. Advocate for RPS to create a pilot school focused on Restorative Justice Practices 6. Advocate for a restructuring of the Discipline Department that that has the main focus of support rather than on punishment. 		
<p>Community Reports: The Action Team will:</p> <ol style="list-style-type: none"> 1. Review data, chart progress and report to the community. 	On-going	