

Process and Timeline:
Bias Incident Identification, Response, and Data
Bend-La Pine Schools

In 2019, Bend-La Pine Schools recognized the need to improve systems for identifying and responding to incidents involving racism and bias. In addition to our efforts to increase professional learning around equity and anti-racism, increase student and family voice in our decision-making processes, develop proactive strategies for cultivating inclusive school cultures, and improve recruitment and retention of a more diverse workforce, the following steps were implemented to begin systematically tracking, repairing, and eliminating incidents of racism and bias in our schools and workplaces:

Summer 2019 – Identified Title VI coordinator, established preliminary reporting/data system via Synergy, launched with administrators

January 2020 – Reviewed data collected for the first time (level and department leaders only), restorative practices initial alignment

Fall 2020 – Overview of upcoming statewide Every Student Belongs (ESB) policy and resources for all administrators

Fall 2020 – LEAD Cohort launched, resources developed for anti-racism and equity dialogue (including bias and microaggressions)

Fall/Winter 2020 – Professional learning workshops for elementary, middle, high, and operations administrators, to calibrate identification of and response to bias/discriminatory incidents

Winter 2020 – ESB policy adopted by the board

2020-2021 – Integration of Title VI and ESB processes and tools, committee co-design of reporting tool and professional learning

Spring 2021 – Feedback solicited from community partners and LEAD Cohort representatives on draft versions of the reporting tool and process

June 2021 – DEI Office met with each school administrative team, previewed changes to bias reporting and reviewed resources available from LEAD Cohort for addressing and preventing microaggressions and bias

August 2021 – New reporting tool overviewed in Civil Rights workshop for all administrators and supervisors

Fall 2021 – Reporting tool launched in Civil Rights workshops (every school and department), with school and department leaders as primary point of access and data entry

Fall 2021 – School administrative teams met with DEI Office to offer LEAD Cohort resources and support, and to connect with RJ&E representatives to launch partnerships and relationship

Winter 2022 – ESB policy updates under review and open to public comment

January 2022 – Analyzed district-wide and school-specific Semester 1 data in professional learning workshop (all administrators and supervisors)

February 2022 – MOU signed with Restorative Justice and Equity, to supplement resources for response to bias incidents; follow-up meetings for all administrators on calibrating identification, response, and reporting processes

March 2022 – All administrators make reporting tool accessible to all staff

Up to this point, our work has focused on the development of policy, infrastructure, and leadership capacity for the effective identification, repair, and elimination of bias incidents. These steps were intended to lay the foundation for the next phase, which is to expand awareness and access of the reporting and response system to every student, staff, and family member in the Bend-La Pine Schools' community. Most importantly, next steps will focus on consistent implementation of the process across our system, for a comprehensive, accountable, and sustainable approach to eradicating experiences of bias and racism from our schools:

April 2022 – Pilot implementation of the student lesson on bias incidents and reporting/response procedures. (At this introductory stage, the protocol for student reporting entails contacting a safe and trusted adult in the building who will be responsible for data entry.) The pilot lesson will be implemented by district LEAD Cohort members in their respective classrooms, as well as a school-wide pilot at HDMS, with student, family, and staff feedback solicited and incorporated into future revisions of the lesson plans

April-May 2022 – Every school and department leader ensures accessibility of bias incident reporting procedures (ex: weekly blog, email, physical copy in workspace, and/or staff meeting conversation); and promotes upcoming summer professional learning opportunities available to district staff; ESB policy updates adopted

Spring-Summer 2022 – One middle and one high school, in partnership with the DEI Office and RJ&E cadre, pilot a “community conversations” model for inviting families to practice productive dialogue around equity topics and to experience our restorative justice approach to repairing community harm

Summer-Fall 2022 – Year 1 Bias Incident Tracking data available to all leadership teams for review; relevant equity and anti-racism policies and procedures shared and reviewed with new administrators and supervisors

2022-2023 – As we engage in revisioning and redesigning our staff evaluation process and tools, professional practices that promote equity, anti-racism, and inclusive practices will be a priority for ongoing professional growth across all levels of our organization

Anticipated annual requirements, effective 2022-2023 school year:

- **All staff receive a ‘Civil Rights and Equity’ training (pre-recorded video of BLS expectations, processes, and updates for TIX, TVI, ESB, and other bias/discrimination/equity policies and practices)**

- o 21-22 = Live in-person Civil Rights trainings conducted at every site/department
 - o 22-23 = Pre-recorded BLS video shown at staff meetings, with live circle protocol and facilitation for discussion
 - o 23-24 forward = Include video in Vector safety training modules?
- Each school's parent organization receives a facilitated opportunity to engage with our equity and anti-bias dialogue structures and reporting processes
- All students K-12/district-wide receive a classroom lesson on bias (definition, impact, identification, response, reporting), complete before family conferences each fall
- All leadership reviews Bias Incident data at least annually
- All principals actively support teachers in implementing proactive anti-racist and anti-bias classroom strategies (community-building circles and Restorative Justice protocols, equity dialogue and LEAD Cohort strategies)

Updated 4/19/22