

RVSD Racial Equity Action Plan

What gets this closer to the classroom, and why is it important?

Ross Valley School District Equity Mission:

The Ross Valley School District is committed to creating a safe, equitable, and inclusive learning environment in which all students feel a sense of belonging, are respected and celebrated for their individual differences, and are empowered to thrive socially, emotionally, and academically. We are equally committed to building the leaders of tomorrow who will combat racism and promote equity throughout their lives. Ross Valley School District parents, guardians, students, staff, and board trustees, in partnership, will create policies to disrupt systemic racism and prioritize equity in our organizational structures, curriculum, and instructional practices. We will do this by actively engaging, listening, and responding to the voices and needs of our marginalized students, families, and staff and working to engage in anti-racist actions that build a vibrant, inclusive learning community.

2024-2025 Priorities:

- Green Highlights - Parent/Guardians and Administrator Priority
- Blue Highlights - Parent/Guardian Priority
- Yellow Highlights - Administrator Priority

PROFESSIONAL DEVELOPMENT	
Anti-racist Outcome: - All RVSD staff (admin, teachers, support staff) will continue to participate in professional development in order to increase their capacity for examining biases and eliminating inequitable practices. - RVSD staff will increase their capacity to respond to issues related to race and racism with students, families, and colleagues.	
Action #	Description of Action
PD.1 (P/G)	Provide ongoing differentiated formal professional development for staff (certificated, classified, administrative) on racial equity: - Unpacking implicit bias - Strategies for supporting BIPOC Ss academic and SE achievement - Culturally Responsive Pedagogy - Multi-perspective curriculum
PD.2 (P/G)	Engage all staff in regular and informal conversations that center racial equity.
PD.3 (P/G)	Provide training and support to site and district admin on facilitating equity conversations/work.
PD.4 (P/G, A)	Engage in collaborative conversations and peer observation around culturally responsive teaching strategies through learning walks.

CURRICULUM	
Anti-racist Outcome: RVSD curriculum will be revised, developed, and aligned to reflect an anti-racist approach.	
Action #	Description of Action
C.1	Develop model Ethnic Studies lesson/units.
C.2	Integrate racial consciousness/diversity work into social-emotional learning.
C.3	Continue to refine classroom and school literature collections (including K-5 Social Justice Book Bundles) to represent diverse authors, characters, and perspectives.
C.4	Develop and align reading instruction with equitable best practices based on Science of Reading.

SCHOOL CLIMATE	
Anti-racist Outcome: - Staff (admin, teachers and classified) will respond with clarity and timeliness when issues of race and/or equity occur in class or within our school environment. - School events will be inclusive and will celebrate diverse backgrounds and perspectives of students and families	
Action #	Description of Action
SC.1	Provide space and time for conversations that foster inclusivity and address issues of equity and race.
SC.2	Review and revise forms and communications for inclusive language (where able - some forms are required by law and the district has no jurisdiction).
SC.3 (P/G, A)	Provide DEI training and support for all adults who work with kids (classified staff, PTO, room parents, YES).
SC.4	Determine and implement processes for ensuring equitable, inclusive access to school events and activities.

SC.5	Develop White Hill student anti-racism group.
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ACADEMIC ACHIEVEMENT	
Anti-racist Outcome: - Academic performance data will demonstrate the elimination/reduction of the predictability of learning outcomes based on race, gender, disability, home language, and socio-economic status - All students will have equitable access to accelerated course	
Action #	Description of Action
AA.1	Communicate, implement and refine Multi-tiered System of Support and provide classroom support for Tier I and II interventions. Provide training and support for Tier I (in classroom) math interventions and Tier II (targeted) support for identified students.
AA.2	Align multilingual support across site; implement new English language development (ELD) curriculum and middle school ELD class; increase home language translation e.g. report cards and communications.
AA.3	Examine accelerated and intervention classes/opportunities for race/ethnicity/gender/language/disability.
AA.4 (P/G, A)	Implement district-wide assessment practices: - Multiple measures of assessments - Universal screeners - Common formative assessments - Priority standards
AA.5 (P/G, A)	Increase the academic performance of Black, Latinx, and MLL students through an articulated Multi-tiered System of Support.

COMMUNITY ENGAGEMENT	
Anti-racist Outcome: We will create space and structures t to engage in courageous dialogue around issues of race as they pertain to classroom practices, school and district structures, policies and procedures	
Action #	Description of Action
CE.1 (P/G, A)	Provide parent/guardian education on racial equity and inclusion.
CE.2	Diversify and expand on parent leadership groups to ensure representation of all families - Provide training/guidelines for bringing an equity lens to all parent leadership groups - Continue to build linkages with District and site parent groups (Parent/Guardian Equity Task Force, DELAC)
CE.3 (P/G)	Increase multilingual parent/guardian participation in schools by - Offering in-person DELAC and ELAC meetings at different times of day and providing childcare and food - Creating more culturally responsive school events
CE.4 (P/G)	Continue implementing site surveys with questions relating to school climate and sense of belonging and implementing action steps.

SYSTEMS AND STRUCTURES	
Anti-racist Outcome: - Recruit, hire and support a more diverse certificated, classified, and administrative staff for the benefit of all students, families, and staff - Ensure that systems in place reflect the values of our Racial Equity Mission Statement	
Action #	Description of Action
SS.1	Continue to expand recruitment through participation in job fairs (virtual/in-person), advertising, and recruitment sites.
SS.2 (A)	Continue to expand outreach to credential programs beyond Bay Area options, including alternative teacher preparation programs, and tuition assistance.
SS.3	Revise salary schedules to attract/retain employees within the fiscal constraints of the district.
SS.4 (P/G)	Develop leadership capacity to support staff of color.