

Racial Equity Analysis Protocol (REAP)

Date: 2/10/2021

Department: J. Graham Brown School

Name of Policy/Plan: K-2 Instructional Needs Feedback Policy

Filtered by: Racial Equity Task Force

Reap Questions	Reap Responses
1. What is the overarching purpose of the policy/practice?	To provide a way to place students in a classroom that would best fit the learning needs of the student & teaching styles. (Because parents are no longer able to have official teacher requests.)
2. Is the initiative or policy/practice resourced to guarantee full implementation and monitoring?	Unsure. Could be an equity issue that some parents know about this option to voice needs for their child.
3. Which racial/ethnic groups could be inequitably affected by this policy/practice? How?	all
4. Which racial or ethnic group may have the most concerns with this policy/practice? Why?	All, because we need to better communicate this policy to all families.
5. What unintended consequences could result from the policy/practice (racial inequities or otherwise)?	People without access to technology may not know about this policy or be able to as easily access the survey.
6. Have stakeholders, particularly those most impacted by this decision, been meaningfully informed or involved in the discussion of the policy/practice? How did the process go? What was the feedback?	SBDM policies are posted on the webpage. We could do a better job as a school communicating this with parents.
7. What factors may be producing and perpetuating racial inequities associated with this issue? Does this policy/practice deepen these inequities or improve them?	

8. Who (e.g., individual, department, team) is the main driver for improving racial equity for this particular policy/practice?	
Next Steps	
1. After using the REAP for this policy/practice, should it move forward?	
2. If yes, what changes will you make in moving forward that could be more inclusive?	
3. What is the deadline on the changes before moving forward?	