Red Hook CSD Board Update

February 9, 2020

Red Hook CSD
Our district is equally focus on critical reflection and honest conversation in our school community about racial justice, inclusion and equity.

We will look to examine our own history, audit our systems and educational programs, research our engagement and related activities and work through ways to best push for a school culture.

We can begin this important work by being compassionate, supportive, and fully inclusive in our programs and in our actions.

We are committed to an intentional and unwavering effort to end inherent racisms and biases in education and break the barriers that prohibit any students in the Red Hook School District from realizing their full potential.
### Equity Inventory:
Deep dive into district – leadership, culture, and academics– in order to prioritize the inequities identified, prioritize for systems level redesign, and to identify project roadmap.

### Connect:
Engage with community stakeholders to deeply understand the equity problem in the districts. During this phase we will especially focus on including the voices of groups and individuals that may not have been heard before.

### Include:
Create a cohort of diverse group of targeted stakeholders, to include in identifying needs, decision-making and problem-solving and begin to generate ideas for redesigning the prioritized equity structures.

### Create:
Create prototypes that address a core problem with stakeholders through a series of facilitated redesign sessions with the pilot cohort. Communicate and test prototypes in districts.

### Action:
Plan and launch the district Educational Equity plan. This phase will include retrospectives and reflections on the previous phases and train cohorts of teachers and leaders within the district.
High Level Goals by End of Project

Red Hook will have **sustainable pathways toward action** to improve outcomes for all kids and our community.

**By the end of Phase 5**

**Red Hook will have...**

- Created a greater level of awareness around diversity, equity, and inclusion within the district learning community
- Experienced an equity driven redesign process that is replicable to focus on other areas of needed systemic changes
- Established a district stakeholder designed solution for either academic and/or culture systemic challenge
- Elevated the voices and experiences that may go unnoticed within the district
WHERE WE HAVE BEEN: January-February

- **Assembled Phase 1 and 2 Leadership Team**
  - Identified leaders will participate in their self + stakeholder leadership inventory
  - Determined window for leadership audits

- **Building context and personalized approach for Red Hook**
  - Sharing resources and materials to be responsive to our landscape and current events

WHERE WE ARE NEXT 30 DAYS: Unlearning and Relearning for Self and System

- **Leadership Intensive Session 1 on Feb 16** (Start with Yourself: Identity, Power, and Privilege)
  - Explored our identities and reflected on how individuals hold power, privilege, and bias
  - The goal of this session is to bring heightened awareness around how personal implicit bias can result in inequitable systems, decisions, and processes if left unchecked.
  - Apply within person context and inventory

- **Completion of the Leadership Inventory** by Feb 28th
  - Individual leadership lens readouts
  - Red Hook CSD lens readout

- **Start systems inventory focusing on Academics and Culture**
  - Questionnaires, surveys, disaggregation of data, and artifacts review along academics and culture
Phase 1: Start with Yourself + Inventory

Part 1: Leadership Inventory

Part A: Self

Part B: Stakeholder

Jan 25 - Feb 10

Feb/ March 2021

Part 2: Systems Inventory

Late Feb - March

Access to Opportunities
Assessment
Instructional Practices
Grading
Curriculum
Data Practices
Leadership Intensive | Pre-reading

Read
- Choose 1 to read
  - Unpacking White Knapsack
  - Detour Spotting

Watch
- Tedx- Let go of being a good person