

Providence Schools

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(and Action)
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VISION

We envision a school district in which:

- high expectations are the norm
- diversity, equity, and belonging drive all decision-making, resource allocation, and serve as the foundation of all policies
- systems exist to not only recruit, but also retain and support a diverse staff in ALL schools and offices
- processes are designed such that internal and external partnerships collaborate regularly to support the fluid needs of students, parents, and community members.
- young people of all races, ethnicities, religions, disabilities, racial and gender identities, and those who are differently abled, feel a sense of belonging and autonomy
- systemic racism no longer exists

BELIEFS

We believe that:

- it is our moral responsibility to welcome, celebrate and affirm the full spectrum and intersections of human differences in, and beyond our community.
- in a culture that celebrates advocacy and pursues justice for all, especially those from historically marginalized communities.
- that we must challenge one another to continuously examine systems of privilege racism, and bias, and work collectively to disrupt and dismantle inequity in all its forms.

VALUES and AFFIRMATION

If we truly value Diversity, Equity, and Belonging, then we must be ready to affirm all:

- racial backgrounds
- ethnicities and cultures
- countries and origins
- languages
- differently abled
- bodies and sizes
- genders
- sexual orientations
- religions and beliefs

STRATEGIC PRIORITY 1

Increase Representational Diversity

- Work with others to develop a [Portrait of a Graduate](#)
- Provide resources, education, and equitable processes to support the recruitment and retention of diverse students, staff, and faculty
- Convene an Equity and Belonging Council to examine issues and find adaptive solutions, which address the root causes and systemic structures that serve as the foundation of inequity due to race/ethnicity/gender/language/disability
- Work with others to determine metrics

STRATEGIC PRIORITY 2

Build, Support, and Align Partnerships

- Collaborate with other departments to review and update existing policies and develop new ones if necessary
- Work with community partners to identify, implement, and sustain efforts to advance diversity, equity, and inclusion across the system.
- Engage all stakeholders in the development of effective partnerships between home, school and community

STRATEGIC PRIORITY 3

Improve Climate and Culture

- Develop and implement a District-wide equity plan that includes all stakeholders
- Collaborate with departments to:
 - ensure that there are diverse perspectives in the development and implementation of culturally responsive teaching and learning practices and curriculum;
 - ensure that there are diverse cultural perspectives when examining and addressing potential equity issues.
 - create a professional development map designed to develop the professional knowledge and cultural competence of employees that enable them to:
 - identify and implement policies and practices of equity
 - develop solutions to eliminate inequitable practices

NEXT STEPS (30-45 Days)

Review and Act Upon Some Immediate Recommendations from the Equity Audit

- Establish regular check-ins and determine scope of work
- Determine how the restart of the office will be communicated to all central office and school staff, parents, and community
- Consult with other Cabinet/Central Office Staff to understand how the Office of Equity and Belonging, will interface and with others
- Get to know the organization: gaps, needs, existing and past DEI work, formal and informal leaders
- Determine opportunities for professional learning for all staff and develop work sessions
- Determine expectations for the Office of Equity and Belonging
- Develop preliminary performance metrics

NEXT STEPS (30-60 Days)

Re-start the Department of Equity and Belonging: Develop a Team

- Hire Director of Equity and Belonging
- Secure Intern (Coordinator of Equity and Belonging)
- Begin to secure commitments for Equity and Belonging Equity Council
- Re-boot Partnerships: Create a plan to ensure successful outcomes.
- Re-establish a connection with grantors and partners
- Connect with other Cabinet/Central Office Staff

NEXT STEPS (45-90 Days)

Develop an Identity

- Mission, Vision, Beliefs, Values, Priorities

Review, update, create guidelines

- Begin a review of district policies
- Explore equity and diversity efforts
- Begin to develop common understanding of equity

NEXT STEPS (45-120 Days)

Professional Development

- Plan and deliver presentations for Teacher Academy and Leadership Academy
- Secure time on calendar for multiple opportunities for PD (i.e. Speaker Series) throughout the year
- Determine scope of deeper training (Micro Credentialing) for school-based equity leadership teams (AP +Teacher?)
- Confirm training for Cabinet and Human Resources
- Determine scope of related training for central office staff, existing school staff, and newly hired employees
- Develop multilevel [PD Plan](#)

NEXT STEPS (60-180 Days)

Engagement

- Create and convene Equity and Belonging and Action Council
- Expand student advocacy groups to all secondary schools
- Create focused listening and action planning sessions
- Visit with central office department leaders
- Visit with school leaders
- Visit with community advisory boards

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