Forwa rd Together: Cultural Competence Update: 2018-2019 School Year Updates

Overall District Work

- March 2019: Honored staff member Christy Osborn for being honored as the MEA Elizabeth Siddall Human Rights Award winning teacher, commending her for Cultural Awareness and Diversity work she conducted and facilitated in Royal Oak Schools. Ms. Osborn is now a consultant with Oakland Schools and continues to present across the county and state.
  - Continued priority on hiring practices to recruit, sign, and retain professionals with diverse backgrounds/experiences
  - Development of Equity Team as part of the School Improvement process. Equity Team guides our cultural responsiveness work as part of the ROHS School Improvement Plan. They work directly with Dr. Jay Marks to develop plans as well as skills to lead staff development.

- Attendance at job fairs with a goal to recruit minority candidates to apply in Royal Oak

- Recommended material and lesson plans adoptions
  - September 2018: Board presentation by staff and approved elementary culturally responsive literature purchase of $15,900
  - June 2019: Presentation to the Board for culturally responsive additions to Art, Music and Spanish by staff
  - June 2019: High School English texts presentation to the Board for new culturally responsive novels
  - Next steps: 2020-21 - elementary lessons for focus celebration benchmark events (Black History, Women in History, etc.); social studies curriculum additions researched and expanded class offerings at ROHS for 2021-22.

- 2018-19 hired Restorative Practices Coach, Nicole Reynolds and one additional para-educator in response to disproportionate discipline issues; they were assigned to two schools per year, to train teachers and model how to work with small groups of students

Some examples of our commitments include:

- An ongoing relationship with resource staff and colleagues from across Oakland County. See Dr. Marks’ update to the Board of Education, fall 2019

- Hiring of a full-time Restorative Practices Coach for Royal Oak Schools - 2018-19, 2019-20 and 2020-21. This coach trains teachers on restorative practices and facilitates small groups with students as a model for empowering all staff.
● Hiring of two general education social workers for ROMS and ROHS to support students in and out of the classroom as an additional resource with counselors, teachers, administrators and specialized staff.

● K-5 Social Justice Team who leads initiatives for staff and has organized the implementation of diverse lessons and materials for K-5 literature.

● Additional lessons and materials have been researched and implemented across the district in the areas of art, music, Spanish and secondary ELA.

● Supporting our students as they strive to improve their learning environment and relationships with one another through a high school Diversity Club. Students represent a diverse population and provide opportunities for discussions, and facilitate multiple activities for their fellow students.