Forward Together: Cultural Competence Planning Outline

Board Update: February 9, 2017

Two high profile incidents that occurred at Royal Oak Middle School in November, 2016, create an opportunity for us to work together towards a more complete realization of our district vision to be a Community of Excellence. Although these events have highlighted a need, they did not create it. While we have a great school district in a great community, of which we are rightly proud, we acknowledge that we have work to do with regard to our promise that ALL experience a welcoming and inclusive community. We also recognize that we are not alone among districts and communities needing to do such work. In the coming days, weeks, months, and years, we will work together to make the promise of our vision a reality for ALL.

The focus of our work moving forward is on developing programs and capacity that allow all persons in our school community to understand the experiences of each other. Ultimately, bullying, harassment and intimidation are reduced when there are not groups of people or individuals that we view as "other." These action steps focus on building our organizational capacity, leadership training, and developing a long-term strategic plan to increase cultural competence among staff and students. Our target is to have a cultural competence strategic plan that will be systemic and long term ready for formal adoption in the spring.

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| Leadership Meeting and Consultation | District leadership consultation with Anthony Lewis (Field Director for the Michigan Office of Civil Rights), Dr. Jay Marks (Diversity and Equity Consultant, School Culture and Climate, District and School Services at Oakland Schools), and Julie McDaniels (Student Engagement Consultant, School Quality Department, Oakland Schools). | • November 22, 2016 (initial consultation with ten leadership team members)  
• November 28, 2016 (review with all adm. team members)  
• Monthly review of action steps following. |
| Inventory of current practices.   | Across the district, buildings and departments have been engaging in work with staff and students to increase cultural competency. Documentation and mapping of existing initiatives is needed to a) identify current best practices and b) identify gaps. | December 2016 – February 2017  
Initial Report on January 12, 2017 Board Meeting |
| Student experience data collection. | Collection of baseline data across the district. Working with Oakland Schools, Student Engagement Team, LAC-O student survey will be administered to all students K-12. | November 2016 – February 2017  
Survey refinement with Oakland Schools completed; survey |
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<td>Social Justice Project Participation</td>
<td>This workshop is a collaboration between Oakland Schools, the Districts of Oakland County, and the University of Michigan’s Youth Dialogues on Race and Ethnicity in Metropolitan Detroit, in partnership with the Program On Intergroup Relations. This workshop series is designed for the purpose of enabling teaching professionals to develop the knowledge and skills necessary to promote social justice and diversity relative to race, gender, sexual orientation, social class, etc. within their schools, districts, and communities. A ten person representative district team will participate.</td>
<td>January – March 2017 Group consisting of 10 persons, seven from ROMS, one district, one Elem, and one ROHS, registered. Dates of workshop are January 18, February 3, February 17 (hosted by Royal Oak), and March 3. Ten person group includes teacher, support personnel, and paraprofessionals. Representatives from team report to Board on February 9, 2017.</td>
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<td>Culturally Proficient Leadership Training</td>
<td>Culturally Proficient Leadership training aims to equip educational leaders with the necessary knowledge, skills, and tools to engage in effective interactions among students, staff and the community they serve. At the organizational level, culturally proficient leaders address policies, practices, and issues that arise to ensure that cultural differences are valued in schools. Research basis for work is Cultural Proficiency: A Manual for School Leaders; Lindsey, Nur-Robbins, and Terrell, editors.</td>
<td>January – June 2017 First Session held on January 23, 2017. Additional sessions scheduled for March 20, May 22, and June 27. In addition to all district administrative personnel, three members of the Board of Education are participating. Following first session on January 23, 2017, Dr. Marks facilitated planning for parent/community forum.</td>
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| Community Forum | Purpose:  
- Listen to, and share experiences relative to Royal Oak Schools.  
- Make recommendations for moving forward toward a more unified school community.  
- Share what Royal Oak Schools is already doing around diversity, equity and inclusion.  
Planned follow up: Facilitated review of recommendations and formation of small group to develop action steps. | Date: Tuesday, March 14, 2017. Location: Board Room of District Offices, 800 DeVillen, Royal Oak, MI 48073 Will be facilitated by district staff, along with Dr. Marks, Diversity and Equity Consultant, School Culture and Climate, District and School Services at Oakland Schools. |
| Update communications regarding non-discrimination policies and reporting process | Need identified in parent conversations in December 2016.  
- Updated postings in all school handbooks: August 2016  
- Updated posting on district website: January 2017  
- Explore stickers for inside of lockers at secondary schools.  
- Stickers could have this information as well as personal protection (abuse/suicide prevention information) information.  
- Installation summer 2017 |
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<td>Culturally Competent Strategic Plan Development</td>
<td>This work will involve developing a district and community steering committee, as well as looking to examples of such plans currently in place in other communities and districts.</td>
<td>Target: May 2017 for board presentation.</td>
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