



# Board of Education Informational Report

## **MEMORANDUM**

**Date:** February 6, 2019  
**To:** Members of the Board of Education  
**From:** Dani Ledezma  
**Subject:** PPS Racial Equity and Social Justice Lens and Protocols

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This Memorandum provides an update on the Racial Equity and Social Justice work of the district. Our aim is to elevate PPS Racial Equity and Social Justice Practices to a comprehensive, defined framework with clear system-wide racial equity and social justice actions and measurable results.

One goal of the RESJ Work Plan is to 2). Refine the PPS decision support tool (Equity Lens) and corresponding protocols that lead to measurable positive impacts for students.

We believe we can redesign our district to achieve the aspirations in our Racial Educational Equity Policy. To achieve this, we will utilize the racial equity and social justice lens to build our collective skills recognizing our bias and barriers that impede progress toward our aspirations.

### **What is the PPS Racial Equity and Social Justice Lens?**

This tool prompts users to contemplate diversity, racial equity and inclusion and build a critical analysis of operations, programs and policies. By utilizing our Racial Equity and Social Justice Lens, Portland Public Schools aims to (a) provide a common vocabulary and protocol for evaluating policies, programs, practices and decisions for racial equity and social justice and (b) produce policies, programs, practices and decisions which result in more equitable outcomes for students. With consistent use, we will reset our thinking process, mindsets and programs and policies to ensure we mitigate for the causes of inequity.

The updated lens (attached) consists of four sections:

- 1) One page description of the tool (5, programs that give context to the tool's purpose and continuous improvement at PPS?

To ensure consistent and strategic use of the PPS Racial Equity and Social Justice Lens, the

transparency for students, families and community partners about our collective racial equity and social justice work by documenting our application of the tool, reviewing information generated by its application and utilizing that data to continue to make improvements.

Members of the Superintendents Leadership Team (SLT) have identified scenarios and a timeline for lens application in 2019 across all departments at PPS. Each quarter, SLT will review the completed lenses and will collaborate with departments and present an annual report/synthesis of RESJ Lens themes. The goal is to continue to update and refine the tool over time while also identifying additional high leverage scenarios across all district departments for application each year.

### **Recommendations for Members of the Board of Education**

To ensure alignment and learning across the district, it is recommended that members of the Board of Education consider identifying 2-3 scenarios in which to collectively apply the PPS Racial Equity and Social Justice Lens in 2019.

Recommended applications include:

- x Budget review, development and adoption
- x Significant Policy changes (through the Policy Committee)

Staff are available to facilitate the process and document board answers.

### **Racial Equity and Social Justice Work Plan Update**

In January, PPS launched a work planning process to support the PPS Racial Educational Equity Policy. This is an inclusive planning process to surface high leverage opportunities to build on this important work into our three year road map for Racial Equity and Social Justice.

We recognize that efforts from the prior five years have resulted in significant personal growth for administrators, teachers, students and families. Our next challenge is to continue to support that individual growth and transform our collective culture so that we are prepared to build equitable systems.

Four temporary teams are currently reviewing local and national effective practices and will analyze opportunities and challenges for adoption and leverage at PPS. These teams are:

1. Teaching and Learning
2. Student Led Initiatives
3. Community Partnerships
4. Talent Diversity

From this analysis, PPS will draft and adopt an updated Racial Equity and Social Justice Framework with goals and a work plan. This work is being done in alignment and coordination with the Vision, upcoming strategic plan and budget processes.

In this process, team members and members of the Superintendent's Leadership Team are also identifying recommendations to update the PPS Racial Educational Equity Policy and will provide continued updates to the Board of Education.

Racial Equity and Social Justice Lens Protocols  
2019

Who will use the Racial Equity and Social Justice (RESJ) Lens?

The goal is for everyone at Portland Public Schools to regularly apply the updated RESJ Lens beginning in January 2019. All employees will continue to practice utilizing the critical thinking and evaluation skills developed while using the lens as part of PPS’s commitment to racial equity and social justice. We believe this practice will continue to inform our organizational development and strengthen our collective impact. The result of creating an organizational culture where the RESJ lens is regularly utilized and the results are analyzed will focus everyone on achieving measurable outcomes addressing our internal barriers and practices.

When will the RESJ Lens be applied?

To effectively roll out the use of PPS’s updated RESJ Lens all departments will identify scenarios for use in 2019. It is expected that departments will complete the RESJ for at least the identified scenarios, however, it is likely that departments will also find it useful for additional scenarios.

PPS Department	Scenarios	Estimated Month Completed
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Superintendent’s

Setting CUB fees Childcare

Assessment of educational adequacy of school facilities

Adoption of ADA Transition Plan Update

Finalize project and budget priorities to include  
nal ads.0656 to, Ti23.36072 1 3661I Summer to, Title 1



Legal	Benson campus engagement Policy/AD Development & Review Compliance training design and delivery	March 2019
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## PPS Racial Equity and Social Justice Lens Updated December 2018

Portland Public Schools is committed to academic excellence and personal success for all students. Central to this commitment is the support of racial equity and social justice. Dedicated policy, people, and practice are necessary to create a culturally responsive organization that ensures the success of students who can navigate and compete in a culturally complex society and global economy.

We must ensure that all students are guaranteed a comprehensive, rigorous, equitable, and inclusive education. Universal access to quality education not only benefits students from all backgrounds, but strengthens our communities and promotes societal prosperity. It is through racial equity and social justice that PPS will become a premiere school district and significantly contribute to Portland becoming a place of economic, technological and cultural innovation.

In 2011, PPS adopted a Racial Educational Equity Policy that called out harmful disparities in our schools and identified the district's role in eliminating them. Since then, PPS embarked on a five-year plan that resulted in several achievements. However, there is collective acknowledgement that there is still much work remaining to ensure all student experience equitable outcomes. Under the leadership of Superintendent Guadalupe Guerrero, PPS has embarked on an inclusive planning process to identify the most urgent areas of opportunity to continue this important work and incorporate our efforts into our five-year road map for Racial Equity and Social Justice.

Our aim is to elevate PPS Racial Equity and Social Justice practices to a comprehensive, defined framework with clear system-wide equity and social justice actions and measurable results.

The primary focus of the Racial Equity and Social Justice lens is on race and ethnicity. While there continues to be a deep commitment to many other areas of the opportunity gap, we know that a focus on race by everyone at PPS allows direct improvements in the other dimensions of diversity. We also know that race and ethnicity continue to compound disparity. We are committed to explicitly identifying disparities in education outcomes for the purpose of targeting areas for action, intervention and investment.

### Beliefs

We believe the district should adopt a student-centered, racial equity and social justice focused lens in all decisions.

We believe all students should have equitable access to enriched opportunities in school.

We believe we have a collective responsibility to ensure our schools provide a caring, supportive environment. School communities should support healthy, positive development of students and help them grow their unique gifts and talents.

We believe the district must work in aligned and coherent ways and in close partnerships with families and communities. We believe that communities, parents, teachers, and community-based organizations have unique and important solutions to improving outcomes for our students and educational systems. Our work will only be successful if we are able to truly partner with the community, engage with respect, authentically listen -- and have the courage to share decision making, control, and resources.

We believe that we are uniquely positioned to effect change broadly across our community because of our role in educating and caring for close to 50,000 Portland children every day. We believe in being courageous and bringing a sense of urgency to this important work.

We believe in setting measurable and audacious goals. Embedded in each goal is the provision of a culturaus a786.1( e-.2(l evnt wnd besponsi]TJ -19.82510 TD .00068Tc .0003 Tw [(pve d5.5(preda



## Racial Equity and Social Justice Lens

The PPS RESJ Lens is a critical thinking tool which will be applied to the internal systems, processes, resources and programs of PPS to create increased opportunities for all students by evaluating burdens, benefits and outcomes to underserved communities. Through consistent utilization of the RESJ Lens, we intend to strengthen our strategies and approaches toward more equitable outcomes for every student.

The following questions are a guide and will be considered when making decisions and contemplating our strategies.

1. Describe the proposed action, desired results and outcomes, and connection to PPS' mission: Every student by name prepared for college, career and participation as an active community member, regardless of race, income or zip code.
2. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision?
  - a. Is there stakeholder support or opposition to the proposal? Why?
3. How does the proposed action expand opportunities for racial equity and social justice?
  - a. Who are the demographic groups affected?
  - b. How will each group be impacted/affected by the decision or action?
  - c. Are there any potential unintended consequences for specific groups/populations? Are there strategies in place to mitigate any negative impacts?
4. Does the proposed action address barriers to equitable outcomes?
  - a. How will you track progress toward reducing disparities?
5. What information/data are you basing your decision or action upon?
  - a. What data or metrics will you collect/use to track impacts of the proposed action on the identified populations
6. Describe any changes you have made or will make to the action after applying this lens

## Definitions

Diversity- Any and all differences between and among people.





## PPS RESJ Lens Protocols

The goal is for everyone at Portland Public Schools to regularly apply the updated RESJ Lens beginning in January 2019.

What do we do with the information and data from the RESJ Lens?

1. By December 2018, the RESJ Lens will be finalized. Departments will utilize the fillable form version of the RESJ Lens available.
2. Completed RESJ Lens documents will be completed and saved to the Team Drive: PPS Racial Equity and Social Justice Lens.
3. The Superintendent's Senior Leadership Team (SLT) will review completed forms quarterly, beginning in April 2019.
4. SLT will collaborate with departments and present an annual report/synthesis of RESJ Lens themes. The report will also include process and use improvement recommendations for the tool.
5. In December 2019, SLT will update the PPS RESJ Lens Protocols.

## Recommendations for the Board of Education

To ensure alignment and learning across the district, it is recommended that members of the board of education consider identifying 2-3 scenarios in which to collectively apply the lens in 2019.

Recommended applications include:

- Budget review, development and adoption
- Significant policy changes (through the Policy committee)

## Racial Equity and Social Justice Work Plan Update

The Process:

Four Temporary Teams:

1. Teaching and Learning
2. Student Led Initiatives
3. Community Partnerships
4. Talent Diversity

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