



The Beloved Community, 2021

Office of Educational Equity and Diversity



Commitment to Equity, Access, and Opportunity

- RSD BOE adopted an [Equity Resolution](#) on July 23, 2020
- The Office of Educational Equity and Diversity will utilize “[The Way Forward](#)”, Rockwood’s strategic plan, as a guide to supporting students in fulfilling this mission.
- Identified 3 key stakeholders to support the positive school community we all deserve, DEI Champions, affinity groups, and parents. [The Beloved Community, 2021](#)

Universal Equity, Opportunity Access - 1

Utilize a SYSTEMATIC APPROACH to increase student equity, access and opportunity.

Action Steps

 Not Started  In Progress  Implemented

Develop a [multi-tiered system of support](#) that provides differentiated levels of resources based upon [academic](#), behavioral, social emotional and physical needs.



Equity Building Champion Implementation (Team with building reps to support system wide UAO goals)

NEW

Conduct an equity audit.



District Supports

- Districtwide MTSS framework
- RTI Solution Tree Coaching Academy for summer 2022
- Tiered intervention documents provided from the MTSS leadership team
- Additional staffing in the areas of behavior and MTSS leadership added in 2021-22

DEI Champions

- Staff member representatives from each school building
- Aim -
 - increase student equity, access, and opportunity
 - creating a framework, common language, and DEI supports for teachers, staff, and students
 - learning how to provide a culturally responsive environment that is inclusive for all identities
- Meet once per month for 2 hours in addition to 3 hours during the 4 district professional development days.

U niversal Equity, Opportunity Access - 2

Provide a CULTURALLY RESPONSIVE ENVIRONMENT for all students.

Action Steps



Not Started



In Progress



Implemented

Develop a district framework, common language, and supports for teachers, staff and students.



District Supports

Equity Audit

District supported PD

the way

FORWARD 

Affinity Groups

Affinity groups help staff members build deep and lasting connections that will ultimately impact relationships, collaboration, and productivity. They also improve the recruitment and retention of our staff with specific identities so that our students can have opportunities to engage with diverse educators.

- The groups will connect specific groups of staff members with each other for support and growth.
- The groups will provide mentoring, professional development, and leadership opportunities for staff related to their individual needs and interests.
- Meet every other month following a specific structure

Affinity Groups

- The Rockwood Staff of Color (RSOC) will serve as a safe space for our staff who identify as staff of color
- The Rockwood LGBTQ+ (R-LGBTQ+) will serve as a safe space for our staff who identify as LGBTQ+
- Other Affinity Groups - example: Rockwood Male Elementary Teachers

Rockwood Equity Parent Advisory Council - REPAC

- REPAC-volunteer parent representatives from each school building
- Aim -
 - ensure we stay on course with the universal equity, opportunity, and access goals
 - promoting, supporting, and informing the school community of DEI resources, initiatives, and opportunities
- REPAC will meet every other month for 1.5 hours

Thank You for your time and
commitment to diversity, equity,
and inclusion!

Questions or Comments?