



# Cultural Competence Engagement Committee

January 18, 2022

# CCEC Accomplishments

- CCEC committee goal area teams will provide an update on the following:
  - Achievements and Accomplishments this year
  - Next steps and timeline moving forward



# Hiring Practices, Recruitment and Retention

## CCEC Updates- 2020-2021

- **Achievements and Accomplishments**

### Hiring and Recruitment-

1. Staff Satisfaction Survey- sent out and results being analyzed
2. Language committing to the hiring of diverse candidates included on all postings
3. Checklist of [Best Practice](#) considerations to ensure a fair interview process

- **Next Steps and Timelines**

Currently Evaluating survey responses



# Curriculum and Resources

## CCEC Updates- 2020-2021

- **Achievements and Accomplishments**

- Developed Equity Audit - cooperative effort between the Learning Council and the CCEC Curriculum and Resources Subcommittee
- Completed Equity Audit in November of 2021 in ELA, Science, and Social Studies in grades K-12.
- Publish [Equity Audit](#) in January

- **Next Steps and Timelines**

- Use of the data from the Equity Audits to inform curriculum changes- for example: teachers' daily lesson plans, novel selections, & IB unit revision process
- Other content areas have or will begin the audit process. Math and the visual arts have integrated the Equity Audit into their curriculum review process.



# Professional Development

## CCEC Updates- 2020-2021

- Achievements and Accomplishments

**The following is just a sample of new and recent professional learning activities**

- Becoming Anti-Racist Educators, November 2021
- Culturally Responsive Teaching, Royal Oak Schools Mentee Program, November 2021
- Racial Equity Facilitator Training, The Equity Literacy Institute, October 2021
- Implicit Bias Training for our new teachers, September 2021
- Becoming a Culturally Proficient Educator with Dr. Jay Marks, New Teacher Orientation, August 2021
- Diversity, Equity, and Inclusion Connector for whole staff, August 2021



# Professional Development

## **CCEC Updates- 2020-2021**

- **Achievements and Accomplishments**

**The following is just a sample of new and recent professional learning activities**

- Training for teachers in using the Equity Audit curriculum tool for Learning Council Teacher Leaders and classroom teachers, Winter and Spring 2021
- Restorative Practices Professional Development, Winter and Spring 2021
- Culturally Responsive Teaching and the Brain book study, Learning Council Content Area Teacher Leaders, Winter and Spring 2021
- This Book is Anti-Racist book study, ROHS, Spring 2021
- Anti-Racist Leadership Institute, Oakland Schools, Winter and Spring 2021



# Professional Development

## CCEC Updates- 2020-2021

- Achievements and Accomplishments

**The following is just a sample of new and recent professional learning activities**

- Leading for Equity and Justice Certificate Program, Eastern Michigan University, Spring 2021
- Cultural Diversity and Responsiveness in Early Childhood, Addams ECC, Spring 2021
- Respecting Families, Implementing a Cultural Competence Plan, Addams ECC, Spring 2021

- Next Steps and Timelines

- Upcoming training for Black history Month: Who is Sarah Ray?



# Responding to Student Needs and Behavior

## CCEC Updates- 2020-2021

- **Achievements and Accomplishments**

- The new Royal Oak Schools Code of Conduct is complete and now includes;
  - The purpose (preamble)
  - Descriptions of proactive measures
  - Roles and responsibilities of stakeholders
  - Progressive discipline levels

- **Next Steps and Timelines**

- The district's Administrative Council (Ad Council) is reviewing the document. Once approved, it will be sent to this sub committee for a preview and will be brought before the Board for approval at the next available board meeting.





# Themes From October CCEC Mtg.

- Data Driven
- Equitable experiences
- Communication
- Coordination
- Accountability
- Continuation of work



# Organization of Advisory Council

