

PROGRESS ALONG THE WAY

2019-2021



WHERE ARE WE NOW?

Created in 2019, the cultural competence engagement committee was developed around DEI work in the following areas in the Royal Oak School district:

- Curriculum, Instruction, and Resources
- Recruitment, Hiring and Retention Practices
- Staff/community professional Development
- Responding to student needs and behavior

⇒ Curriculum and Instruction

- Ongoing/continual professional development for district teachers and staff
- Late start Wednesday dedicated to professional development
- Development of a curriculum diversity audit tool and ongoing audit

⇒ Recruitment, Hiring and Retention practices

- A survey is in development to assess workplace culture in the schools to focus on areas of neglect
- Recently more hires of color in 2020 & 2021

⇒ Staff/community Professional Development

- Mandatory diversity training for all new staff and teachers
- Ongoing professional development throughout the school year
- Development of Parent University (professional development for community members)

⇒ Responding to student needs and behavior

- Building level diversity teams developed
- Student Code of Conduct under extensive review to assure equitable practices

⇒ DEI Coordinator hired in June 2021 to move the work forward

Still to come...

The development of a District Level DEI Team.