

Strategic Direction 5:

Deeply Embed Equity Strategies into PSESD's Organizational Culture and Hold Agency Leaders Accountable for Progress towards Goals

Racial Equity Policy Language

The PSESD Board of Directors will hold the Superintendent and Leadership Cabinet accountable for assessing a baseline, developing action plans, and reporting measurable progress in meeting each of these strategic directions annually. Action plans and reports should specify staff leads responsible for key elements of the work, and include how the work will be distributed throughout the agency, as well as any staffing and budgetary adjustments necessary.

Strategies to achieve desired results:

- 5.1 Adopt and integrate the Transforming Institutional Values into organizational policy, practice and procedure to guide agency staff to create an Antiracist Multicultural Organization.
- 5.2 Align the Executive Limitations component of the Board's Policy Governance Policies with the agency's goal of becoming an Antiracist Multicultural Organization to ensure the Superintendent is accountable in demonstrating his commitment to achieving our agency goal.
- 5.3 Ensure the Racial Equity Policy Implementation Plan evaluation provides evidence of the Superintendent's successful implementation of the Executive Limitations.
- 5.4 Create an Agency Equity Transformation Team(s) to guide implementation of the Racial Equity Policy.
- 5.5 Continue to offer Diversity Coaching and Caucusing to support the organizational culture.
- 5.6 Hire a cabinet level position, reporting to the Superintendent that has broad managerial and supervisory power to oversee the implementation of the Racial Equity Policy.
- 5.7 Utilize the Racial Equity Tool to create and/or implement policies, practices and procedures, including grants development and budgeting across the agency.
- 5.8 Engage in a continuous cycle of inquiry with the use of the Racial Equity Tool to ensure increased usage throughout the agency.
- 5.9 Embed implementation plan strategies into program work plans.
- 5.10 Communicate progress of Racial Equity Policy implementation plan to agency stakeholders and district/educational partners.
- 5.11 Communicate budgetary allocations for funding the implementation of the policy to relevant stakeholders in a simple format.
- 5.10 Celebrate and support innovations that advance racial equity.