



**Racial Equity and Social Justice Lens Protocols  
2021-22**

**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. 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 the 2021-22 school year. It is expected that departments will complete the RESJ lens for at least the identified scenarios, however, it is likely that departments will also find it useful for additional scenarios.

<b>PPS Department</b>	<b>Scenarios</b>	<b>Estimated Month Completed</b>
Superintendent’s Leadership Team	<ul style="list-style-type: none"> <li>● 2022-23 SY Budget</li> <li>● Strategic Plan Adoption</li> </ul>	May 2022 August 2021
Human Resources	<ul style="list-style-type: none"> <li>● Reimagine Wellness Plan and Framework</li> <li>● Reclassification or internal promotion versus external posting of positions</li> </ul>	June 2022 Dec 2021
Finance	<ul style="list-style-type: none"> <li>● Develop a Year Round BIPOC Community Centered Engagement to Budgeting Framework that uses the RESJ Lens.</li> <li>● Align Budget Planning to support Strategic initiatives/goals that can measurably improve Black and Native Student Academic Outcomes</li> </ul>	Sept-2021 June-2022
Custodial/Maintenance	<ul style="list-style-type: none"> <li>● Facility Maintenance Plan</li> <li>● Determining APPA Cleaning Standard level for each school</li> <li>● Diverse recruitment strategies for filling additional 30 FTE for Custodial</li> </ul>	June 2022 June 2022 June 2022

Facilities Asset Management/ Property & Real Estate	<ul style="list-style-type: none"> <li>● Long-Range Facility Plan</li> <li>● Inclusive Playgrounds: Standards &amp; Case Studies</li> <li>● FY Project Plan</li> </ul>	December 2021 November 2021 June 2022
Office of School Modernization	<ul style="list-style-type: none"> <li>● 2020 Bond ADA &amp; SPED Implementation Plans</li> <li>● Jefferson HS Modernization Master Plan</li> </ul>	January 2022 Fall 2022
Security	<ul style="list-style-type: none"> <li>● Strategy for external partnership relationships that will be collaborative and support a holistic approach to student safety</li> <li>● Recommendations for leadership and professional growth within campus safety associate program</li> </ul>	November 2021  March 2022
Transportation	<ul style="list-style-type: none"> <li>● Transportation Service Guidelines Update</li> <li>● Student Transportation Handbook 2021-22</li> </ul>	Jan 2022 June 2022
Office of Technology and Information Services	<ul style="list-style-type: none"> <li>● Classroom Modernization plan</li> </ul>	November 2021
Nutrition	<ul style="list-style-type: none"> <li>● Ensure equitable family services districtwide <ul style="list-style-type: none"> <li>○ Ensure all programs or provisions are implemented for eligible schools in order to decrease barriers to eating school meals, improve the cafeteria environment and experiences.</li> </ul> </li> <li>● Cultivate system-wide learning and organizational professionalism that supports a diverse workforce</li> </ul>	November 2021  March 2022
Office of Teaching and Learning	<ul style="list-style-type: none"> <li>● Development and Implementation of a culturally responsive and culturally sustaining Instructional Framework</li> <li>● Develop initial design principles to incorporate student interests and needs into learning experiences. Collaboratively develop the design principles with a diverse group of students and educators in coordination with our Community Engagement team.</li> </ul>	June 2022  June 2022
Office of Student Support Services	<ul style="list-style-type: none"> <li>● Identify areas of need for ELL/SPED overidentification</li> </ul>	Jan 2022

	<ul style="list-style-type: none"> <li>Collaborate with culturally specific partners to create a plan to provide mental health supports in person and via teletherapy</li> </ul>	June 2022
Office of School Performance	<ul style="list-style-type: none"> <li>Ensure equitable hiring practices for school leadership - there is a new Admin Hiring process that we will take through the RESJ Lens to ensure the process is equitable</li> <li>Update to the High School Success Plan</li> </ul>	January 2022  October 2021
Office of Research, Assessment and Accountability	<ul style="list-style-type: none"> <li>The development of a balanced assessment system and matching communication/professional development plan.</li> <li>The implementation of a systemic evaluation model that de-centers the organization and focuses on shared meaning and ownership of the evaluation process and data.</li> <li>The modernization of the data warehouse with the addition of an early warning indicator system</li> </ul>	Fall 2021  Summer 2021  Summer 2021 with ongoing training
Communications	<ul style="list-style-type: none"> <li>New hires, including graphic designer (now) and functional leads (comms director, multimedia, internal comms lead)</li> <li>Strategic plan rollout campaign</li> </ul>	July 2021  August 2021
Legal/Risk	<ul style="list-style-type: none"> <li>Develop DRAFT Code of Ethics</li> <li>Develop amended Field Trip AD</li> </ul>	January 2022 November 2021
Innovation Practice	<ul style="list-style-type: none"> <li>Applied to the creation of the Innovation Studio</li> <li>Embedded in the guidance for design team formation</li> </ul>	September 2021 - January 2022
District and Family Liaison	<ul style="list-style-type: none"> <li>Use K12 Insight Let's Talk communication platform to connect with families, specifically families of color to address concerns and questions they may have about their school community or the district as a whole.</li> <li>Use the Parent Teacher Home Visit (PTHV) model</li> </ul>	August 2021  January 2022

	in collaboration with elementary/secondary school communities to create opportunities for families and PPS teachers to develop trusting relationships.	
Government Relations	<ul style="list-style-type: none"> <li>● State Board of Education “Right to Return” rule</li> <li>● Board Legislative Agenda</li> </ul>	December 2021 December 2022
Strategic Partnerships	<ul style="list-style-type: none"> <li>● Examine and propose revisions to District Foundation Policy and Parent Groups &amp; the Schools Policy</li> </ul>	February 2022
Community Engagement and Student Voice	<ul style="list-style-type: none"> <li>● Policy Engagement, User Guide to Writing Policies</li> <li>● Enrollment Balancing Engagement Plan</li> <li>● Naming and Defining Places AD</li> </ul>	January 2022 September 2021 November 2021
Office of the School Board	<ul style="list-style-type: none"> <li>● Hold board meetings at school sites at various times throughout the year</li> </ul>	June 2022

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

1. By May 2021, 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 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. By July 2021, SLT will update the PPS RESJ Lens Protocols.