



**PORTLAND
PUBLIC
SCHOOLS**

**Racial Equity and Social Justice Lens Protocols Timetable
2019**

PPS Department	Scenarios	Estimated Month Completed
Superintendent's Leadership Team	2018/19 Work Plan Development	January
	2019/20 Budget Development	May
Human Resources	Talent Diversity Recruiting Strategy	March
	Principal/Building Administrator Comp Review	April
	Pay equity audit and compliance plan	May
Finance	Procurement Process Review for vendors	February
	Construction spend review for DBE/MWESB	May
Custodial/Maintenance	Recruit talent diversity in our custodial and maintenance workforce.	Ongoing

Facilities Asset Management	<p>Parks Collaboration Agreement review</p> <p>Setting CUB fees Childcare</p> <p>Assessment of educational adequacy of school facilities</p> <p>Adoption of ADA Transition Plan Update</p> <p>Finalize project and budget priorities to include equity metrics including, but not limited to, Title 1 schools.</p>	<p>Fall start</p> <p>Late fall start</p> <p>Summer</p> <p>Summer</p> <p>Summer</p>
School Modernization	Identify process to identify barriers to Certified Business for contracting with PPS, with emphasis on barriers to (i) opportunity awareness; (ii) solicitation participation; and (iii) procurement award.	March
Security	Intergovernmental Agreement with Portland Police Bureau governing Student Resource Officers	February
Transportation	<p>Driver workforce recruitment</p> <p>Transportation Office Staff and Management Diversification</p> <p>Transportation Service Eligibility Model development</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Summer</p>
Technology	<p>Technology Department Diversity Hiring Strategy</p> <p>Working in collaboration with instruction to RFP and implement new data systems for interventions and student data</p> <p>Updating technology ed spec and bond request for equitable technology distribution</p> <p>Online registration to ease the burden of registration on families, particularly those who are not native English speakers</p>	<p>March</p> <p>August</p> <p>June</p> <p>August</p>
Nutrition	<p>All internal and external hiring practices and decisions.</p> <p>Student/school access to available USDA</p>	Ongoing

	<p>programs and implementation of these services. Family access to meal benefits. Recipe and menu development and design, including procurement of foods, supplies..</p>	
DISCO Leadership Team	<p>Problem of Practice work January 14 (DISCO Team kick-off) Communication Plan - January 18 (Retreat - kick-off) Data Driven Protocols - January 18 (Retreat - kick-off)</p>	Feb-report in March
Office of Teaching and Learning	<p>Improvement Science as a model of continuous inquiry and improvement across the school system</p> <p>MS Middle School Task Force as the group to study and recommend on future middle school strategies</p> <p>College and Career Readiness audit and planning</p> <p>Planning for GVC, assessment and professional development</p>	<p>April</p> <p>January</p> <p>April</p> <p>May</p>
Office of Student Support Services	<p>OSSS work plan has included RESJ language and outcomes within each of the four overarching goals</p> <p>OSSS provides the RESJ support/coaching through school climate work within all schools</p> <p>OSSS provides Professional Development for Restorative Justice, ACE (adverse childhood experiences) support and Trauma Informed practices in order to assist with ongoing staff development around bias</p>	Updates end of February 2019 and end of May 2019.
Office of School Performance	<p>School Visit Schedule and Agendas</p> <p>Plan for supporting CSI, TSI and Title I schools</p> <p>Self Development and Professional Learning amongst Office of School Performance</p>	<p>February</p> <p>February</p> <p>February</p>

Research, Assessment, Evaluation & Accountability	Department work plan Use RESJ work plan reporting	February
Communications and Public Engagement	Evaluation of Language Access services and service levels to schools	March 2019
	Franklin Naming Process	June 2019
	Benson campus engagement	March 2019
Legal	Policy/AD Development & Review	March 2019
	Compliance training design and delivery	May 2019
Strategic Partnerships and Government Relations	State funding allocation; implication of legislation	July 2019
	Strategic philanthropic efforts	April 2019 and ongoing
School Board	Budget adoption process; review of district policies	April 2019 On-going