



# RESJ: Supporting Inclusive and Welcoming Online Learning



# Racial Equity and Social Justice at Portland Public Schools



## Core Value

We believe in the fundamental right to human dignity and that generating an equitable world requires an educational system that intentionally disrupts—and builds leaders to disrupt—systems of oppression.



## Policy

In 2011, Portland Public Schools launched a Racial Educational Equity Policy and Five Year Plan to change its practices to eliminate the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement categories



## Lens

Our Racial Equity and Social Justice Lens is a transformative quality improvement tool used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs.



## Framework & Plan

The RESJ framework and plan intends to build on the successes of the initial equity plan while also critically examining opportunities to increase the effectiveness of Racial Equity and Social Justice practices through organizational change and system wide coordination.

# RESJ Framework and Plan

## Individual Readiness

We are individuals throughout the organization that are self-aware of our racial identity and how that socially constructed identity has a profound significance and shapes all aspects of our lives.

### PPS RESJ Professional Development Framework

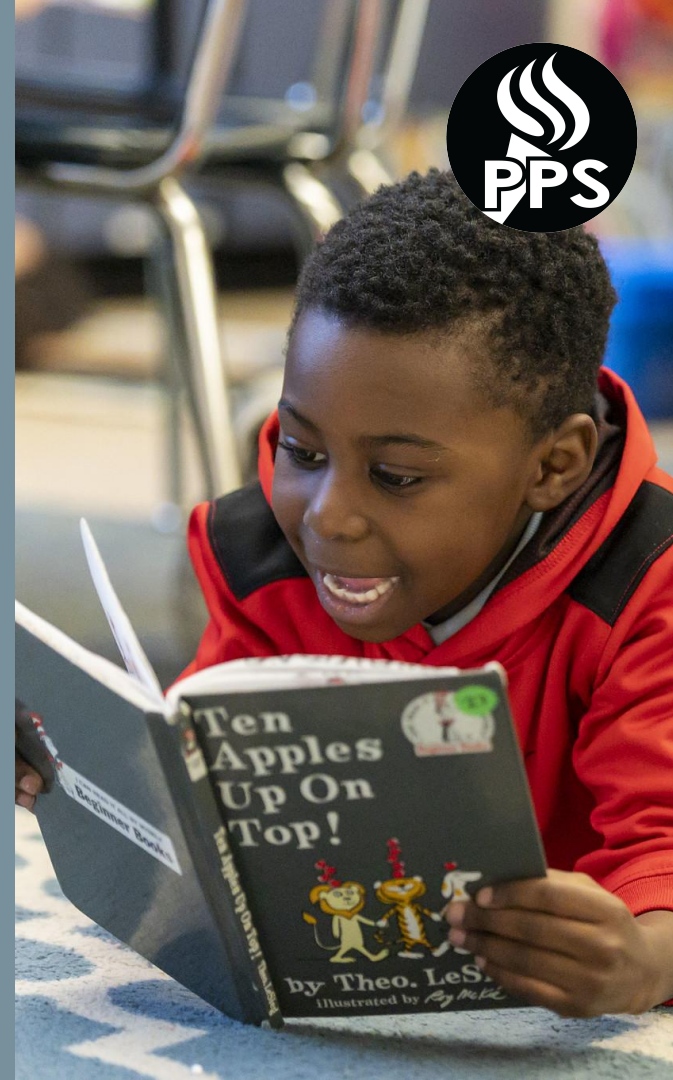
## Organizational Culture

We are responsible for building a culture that proactively works to counteract inequities inside and outside of the organization. As such, we act with urgency to grow as adaptive leaders to better impact behaviors, mindsets, practices, programs and processes of the organization.

### Build a positive, anti-racist culture

## RESJ Systems

We are a school system that unapologetically embrace and braid RESJ practices and principles into the fabric of our dynamic system.





## Theory of Action

IF...

We braid Racial Equity and Social Justice strategies into our instructional core, work with our students, teachers, and content, and build our organizational culture and capacity to create a strong foundation to support every student

...THEN

We will reimagine Portland Public Schools to ensure every student, especially our Black and Native American students, realizes the vision of the Graduate Portrait.

Preparing Our Students  
to Lead Change and  
Improve the World.





**RESJ Fall 2020**

# All Students Belong



Crucial step towards ensuring safe, inclusive and welcoming school climates so all students are safe and know that they belong (enacted September 2020).

- Specifically prohibits recognizable hate symbols
- Focus on trauma-informed, healing-centered approaches to discrimination/harassment

A blue rectangular graphic with white and yellow text. On the left is a green smartphone icon with two speech bubbles on its screen. On the right is a vertical column of five social media icons: Facebook, Instagram, TikTok, Snapchat, and Twitter. At the bottom left is the PPS logo, and at the bottom right is the website URL.

USING SOCIAL MEDIA TO  
HURT OR HUMILIATE  
SOMEONE IS **BULLYING.**

**ASK FOR HELP.**

[WWW.PPS.NET/TITLEIX](http://WWW.PPS.NET/TITLEIX)

# Building Online Communities



- Digital citizenship (or community) refer to the responsible use of technology & includes empathy building and technical aspects of online safety
- Incidents of online discrimination & harassment are escalating nationally and anticipated to increase through the election
- Partnership/consultation with the Office of Technology and Information Services.





# Social Emotional Learning: A Foundation for Building Community & Relationships



## District-Wide Social Emotional Learning

- MTSS, in partnership with the Collaborative for Academic Social Emotional Learning (CASEL), developing a five-year plan for district-wide SEL implementation.

## SEL: Prioritizing Relationships and Strong Communities

- Soft Start SEL Activities
- K-12 Community Meetings
- “Resilience: We Can do Hard Things” 9-Week Unit  
(k-5 & 6-8)
- Moving Forward PD - Micro Lessons

# Supporting RESJ Through OTL & Teaching Tolerance Lessons



- Teaching Tolerance Social Justice Standards are embedded and part of the unit planning process across content areas K-12th grade.
- **Kindergarten - 5th grade** educators will be provided a 30-minute block to support Teaching Tolerance lessons.
- **6th - 8th grade** language arts lesson plans in 2nd quarter will support student knowledge and skills to discuss issues related to race, racism and police violence.

