

Monroe School District DEI Assessment report

From: De La Cruz Solutions
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To: Kim Whitworth
Interim Superintendent

Jennifer Bumpus
Monroe School Board President

Community and District meetings were held January 4, 5 2022

School District Meetings

- Superintendent Executive Cabinet
- Monroe Education Association
- Monroe High School Leadership
- Monroe High School Staff Development Training
- Park Place Leadership Team
- Classified Support Staff
- Elementary Principals
- Student Group at Monroe High School
- President Bumpus and School Board Members

Community Meetings

- Take The Next Step
- Monroe Equity Council
- Monroe Rotary
- Community Meeting

De La Cruz Solutions was asked to work with the district to address and assess the School District's approach to the racial and identity issues that have affected the school community. The following report is based on the consultant meeting with the groups listed above. The themes and issues identified are not conclusive and next steps will be defined as possible ways to move forward.

Encouraging Themes:

- The people interviewed care deeply about the schools, the community, and the students in Monroe.
- There is a willingness and strong desire to work together to create sustainable action plans to address the racial and identity issues that are impacting the community.
- The identified issues are social/community issues and the schools alone do not have the power to fully address racial and identity issues without the support of the community.
- School leaders all expressed a desire to work together to address racial and identity issues in the schools

- Community partners have a strong desire to work with the district and understand that the racial and identity issues in the schools are also community issues
- Community partners want to have a more collaborative relationship with the district

Issue to Address Themes

- Lack of trust between district and community and community and district
- Fear of district retaliation when being asked to speak your truth
- Lack of transparency between district and community and community and district
- Not enough professional development time to address these complex issues
- Support staff feel their voices are not important and not included in district PD and conversations.
- High school's students feel their voices are not heard and decision are made for them without their input.
- Consistent messaging of the importance of addressing racial and identity issues in the district

Suggested next steps

- Build on the guiding coalition process to create a collaborative district/community group to talk about next steps
- Engage in a facilitated conversation with the district and the MEA to address issues about how to move forward together with consistent messaging and shifts in PD time
- Include support staff and students in the guiding coalition
- Address district PD process to allow for the time needed for district staff skill building
- Facilitate the foundational bias process for all district staff to include - Foundational Bias training, Conflict Transformation training and 5 strategies to deconstruct bias.
- Create a training of trainer's model to build district sustainability and capacity within the district
- Support Monroe High School to begin race and bias training and skill development in collaboration with the MHS race and equity team as soon as possible

Outcomes

- Create an internal/external guiding coalition to build a responsive process to community issues
- Give High school students a voice in the decisions that impact them
- Rebuild trust between the district and the community
- Support pilot High school training and development to build a developmental process that can be replicated throughout the district
- Use training of trainers to build development and training sustainability and capacity within the district
- Create district, school based and department DEI teams
- Build consistent messaging from the executive leadership team throughout the district about the importance of addressing race and identity issues

