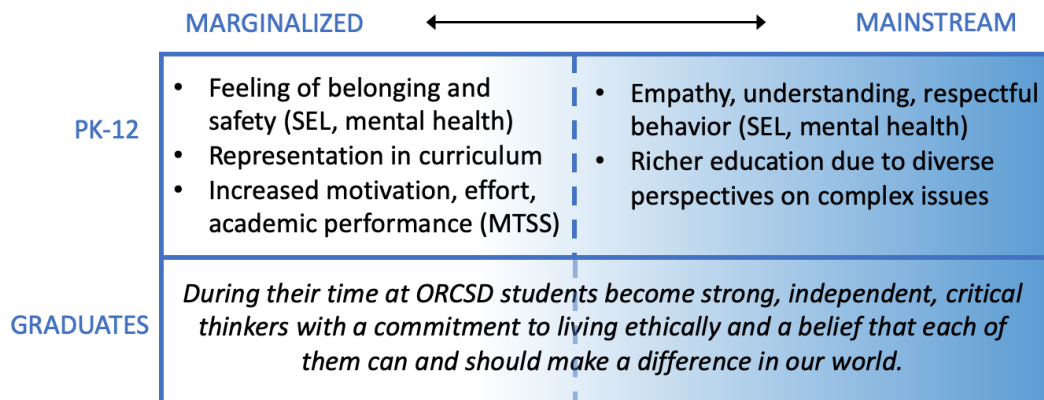


TO: ORCSD School Board
 FROM: Yusi Turell
 RE: Proposed DEIJ position
 DATE: November 18, 2021

At last night's meeting, I spoke about how I believe the Diversity, Equity, Inclusion, and Justice (DEIJ) position fits the three criteria that the board has discussed in prioritizing new hires in this tight budget year. I thought it might be helpful to put these in writing.

(1) "Significant direct impact on students"

- Like a math specialist, PD for teachers has a multiplier effect on teachers' impact with their students. Teachers feel under-equipped in DEIJ and have requested support in curriculum and instruction.
- Support for administrators (and board) will help guide policies and practices - both those that affect students' daily experiences and in crisis situations that can change the trajectory of students' lives.
- ALL students would benefit from greater DEIJ expertise and capacity during and after their time in ORCSD. (In the diagram below, the arrow, dotted line, and graded shading indicate that there is no hard line between "marginalized" and "mainstream" students. We all have multiple identities and ways of being seen that manifest in different settings and change over time.)



(2) "Currently working in the system"

- Staff. We are already paying for DEIJ work. DEIJ work is currently taking place in the system, just not as efficiently or effectively as it should be. External conditions - including HB2 and societal shifts after George Floyd's murder - mean that our individual administrators and teachers are already spending disproportionate time and energy trying to 'get it right.'
 - Thought exercise: Calculate how much time Dr. Morse and Suzanne/Todd have spent on DEIJ and multiply by their hourly rates.
 - Hiring DEIJ is a smart reallocation of responsibilities and frees up existing staff capacity for other priorities (and/or makes their jobs sustainable).
- Curriculum & instruction. DEIJ-related choices are already being made every day, through action or inaction.

(3) “Top priority in strategic plan”

- Dr. Morse speaks to this in his materials. While HB2 and volatile external conditions may be bringing new urgency to the discussion of increasing DEIJ capacity, a coordinated DEIJ approach is a missing piece in achieving other strategic priorities including MTSS and student-centered instructional practices, SEL and mental health, faculty collegiality and shared problem-solving, and sustainability and environmental justice.

Why now?

- External conditions, significant student and teacher needs as described above
- Importance of overlap with Dr. Morse’s leadership (2 years)
- Approving this position now – and not in spring 2022 if funds become available – means we could begin to publicize and search for exceptional candidates in a competitive market. (The search is expected to take longer than, say, hiring an MTSS Intervention Specialist or moving forward with the One World K-4 world language proposal.)