

reimagining

A summary of the school-based community engagement strategy inclusive of school leaders, staff, scholars, parents, and community partners from March-June 2023

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Leaders listen and respond to concerns in ways that are meaningful to the people who brought the concerns to their attention.

- Provide timely follow-up communication on issues raised—what was heard, what action was taken (or not taken), and why.
- Affirm/show how staff wisdom and ideas are being considered in district-level decision making.
- Create frequent two-way dialogue and feedback opportunities between school staff and district leaders.
- Clarify the role of the executive director position and how it adds value to what takes place in the school buildings.
- Practice compassion and empathy.
- Communicate proactively, transparently, and with intention.
- Share more bright spots.
- Nurture and strengthen community partner relationships as authentic partnerships rather than transactional activities.
- Be more transparent about where funding has been applied effectively to make needed changes.

Everything a scholar needs to be successful is accessible in every school building— particularly, full-time teachers.

- Develop and maintain adequate staffing models and levels across all buildings.
- Support the mental and emotional health and well-being of school leaders and staff.
- Pay an equitable and competitive salary both to support internal collaboration and to safeguard retention from other districts.
- Provide and tailor specialized staffing supports and resources to each school's unique needs.
- Increase special education resources and staffing to adequately meet needs.
- "Stop moving staff."
- Listen to us.
- Utilize the full potential of PALs.
- Hire more teachers and staff.
- Appreciate and leverage the resources that community partners bring and co-create solutions with them.

Scholars and staff are safe and healthy in all school environments.

- Fix all physically unsafe conditions immediately and, if not possible, implement stopgap measures.
- Develop a comprehensive plan for addressing the trauma of gun violence.
- "Give us soap or hand sanitizer."
- "We need better food."
- Involve parents in generating solutions regarding safety.
- Ensure buildings are up to code.
- Fix the transportation problem.