

William Winter Institute for Racial Reconciliation

Proposal to the Oxford School District on a system level approach

1. Staff training

Implicit Bias
Microaggressions
Stereotype Threat
Historical Context of Education in Mississippi

Currently scheduled:

Oxford Intermediate School
Della Davidson Elementary

Future:

Bramlett Elementary
Oxford Elementary
Oxford Middle School
Oxford High School
Scott Center
District staff, including all non-teacher staff

2. Board Retreat

- Including board, board attorney, board clerk, and superintendent
- Board can decide whether this also includes principals
- Implicit bias, microaggressions, stereotype threat training within the context of a Welcome Table approach using story circles and other dialogue/listening exercises (minimum half-day, preferably full-day)

3. Welcome Table circles

~25/30 people per circle
Multiple circles (3 to 4) with district staff, parents/community members, and students

- Phase 1: Relationship building/trust building (5 to 6 meetings)

- Day Retreat: Intensive retreat held at the Winter Institute offices or another local site for each circle (full day, possibly a Saturday)
- Phase 2: Training and collaboration (4 to 5 meetings)
- Phase 3: Equity plan workshop, development of equity plan (day long workshop)

OPTION 1: Meet on a condensed schedule, starting January 2017. Meeting every two weeks for 90 minutes, January through May

OPTION 2: Meet monthly over 18 months – 2 years, 90 minutes each

OPTION 3: a customized schedule that is arranged by district, community, and student feedback

For an overview of the Welcome Table process, please visit <http://winterinstitute.org/wp-content/blogs.dir/1/files/2015/07/The-Welcome-Table-Brochure.pdf>

QUESTIONS FOR OSD:

- Schedule for staff trainings
- Schedule for Welcome Table meetings
- Venue/s for Welcome Table meetings
- Publicity/participation outreach: partnership between OSD and Winter Institute to ensure diverse, inclusive range of participants

Additional thoughts:

- The Winter Institute will hold public information meetings to explain the process
- We can survey potential participants (district staff, parents/community members, and students) for their preferences of meeting times, frequency of fewer long meetings or more shorter meetings
- Our youth team can lead student-specific circles if there is student interest