



Robert Montoya <rmontoya@texasscorecard.com>

Press Inquiry—CCAP Implementation

Michelle Moore <Michelle.Moore@southlakecarroll.edu>
To: Robert Montoya <rmontoya@texasscorecard.com>

Tue, Aug 18, 2020 at 5:57 PM

Dear Mr. Montoya:

The Carroll ISD Cultural Competence Action Plan (CCAP) under discussion at the August 3 Board meeting included a number of action items that had already been completed with Board approval. As you know, the CCAP was the work of the DDC over a 20-month period. However, when the DDC was formed ... the District already had developed a basic CCAP. Components of the plan were shared publicly at our November 2, 2018 Board meeting by then President Sheri Mills weeks after the racial slur video went public. That action plan was for immediate implementation and a copy of the original document is attached. Part of that plan was to begin training staff (which we began doing in 2020) and also to put a citizen's advisory group together which became the DDC.

Since that November 2, 2018 meeting, the District has shared Tweets and information about trainings and encouraged our staff to learn more about equity, anti-racism and valuing diversity. The Board approved the framework to begin the work of the DDC. There was a public website about this work with meeting summaries and membership posted. We did a Culture Survey and communicated with all families about the work of the DDC and Inside Carroll magazine featured some of this work, too.

The work on the Student Code of Conduct was done prior to the CCAP being finalized, too. Everything is either marked completed or ongoing showing the Administration's work since 2018. The Administration was given direction from the Board to address the racial tension and acts of discrimination that our parents and students were sharing. That work began almost immediately and has continued. New action items added by the DDC to CCAP have not been implemented.

The Leadership & Culture Coach was not an original CCAP action step – it was actually an idea the Superintendent had to address leadership and culture and relationship-building between CISD and our students, in an effort to give them more of a voice. The only reason it was added to CCAP in its final DRAFT version was so we could show that the Leadership & Culture Coach would guide the work of the campus culture coaches.

Following the work of six subcommittees, the DDC members added to the CCAP and it was merged with what the Administration was already doing, which included extensive training over the past few years. Most companies and organizations have some sort of diversity and inclusion training. CISD had nothing in place in 2018 and has since been committed to offering staff training and skills.

None of the items requiring Board approval have moved forward or been implemented, like added positions, funding for the curriculum audit or stipends for culture coaches at the campuses.

People have greatly confused SARC demands with the work of the DDC, and it is unfortunate.

The six subcommittees who added items to the CCAP will get a chance to explain their additions/recommendations at an upcoming workshop with the Board.

CISD followed the same framework for seating the DDC that we use for bond advisory, long-range facility planning and strategic planning back in 2015.

And, regarding Assistant Principal Jones' social media post ... since 2018, many of our employees have been participating in anti-racism and equity training sessions and webinars (as noted above) in an effort to understand our student population better and to help ensure an inclusive and safe environment for all. This focus on staff training was part of an Administrative action plan presented in a public School Board meeting in November 2018 well before the District Diversity Council formed to add feedback and content to the proposed Cultural Competence Action Plan that was presented Aug. 3.

Everything we are doing in Carroll ISD is because we love kids and want to be sure as adults we are creating a safe and inclusive environment that follows the law and district policy when it comes to federally protected groups who are often subject to discrimination.

The content of anti-racism trainings varies, and slides or posts often reflect the quotes or opinions of the individual speakers, authors or participants. Every idea a presenter or staff member shares in equity training is not necessarily representative of any content taught or fostered in our classrooms, but rather stretches and grows our staff to consider ideas other than those they have always held. It is a self-reflective and evaluative process aimed at making us more aware and effective in serving students.

We have heard you and other community members and reviewed the post with our attorney. Staff members have a reasonable right to free speech and sharing personal opinions or thoughts on their own social media accounts. While some posts could be actionable by the district if policy is violated, simply restating something one has learned or disagreeing with one's opinions does not rise to the level of an actionable offense.

CISD will be sharing social media and policy reminders with our staff at the start of this school year to ensure they understand that employees should not use school time, resources or CISD social media accounts for political purposes.

Hopefully this addresses both of your concerns. Please let me know if you have further questions.

Sincerely,

Michelle F. Moore

Carroll ISD School Board President

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From: Robert Montoya <rmontoya@texasscorecard.com>

Sent: Tuesday, August 18, 2020 8:55 AM

To: Michelle Moore

Subject: Press Inquiry—CCAP Implementation

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 **Carroll ISD Initial DRAFT Cultural Competence Action Plan.docx**
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