

TIMELINE FOR HEALING THE COMMUNITY



BOARD PLAN

OVERVIEW & PURPOSE

Our community has experienced a fracture that likely began with COVID-19 and the restrictions that were a response to that period of time. Trust in the school was further damaged when communication surrounding the use of a supplemental curriculum to address anti-bias education, and the process for opting a child out of that curriculum, caused misunderstandings with a significant population of the community. The purpose of this plan is to address the conflict within the community and move toward restoration and healing.

PHASE ONE - COMMUNICATIONS ABOUT SUPPLEMENTAL CURRICULUM

1. Highlight some examples of the [Curriculum Supplements](#) that are used by our professional educators. Be clear that teachers have the autonomy to use these resources if and when they are needed to support instruction.
2. [Process for opting a child out of a curriculum](#) with which a family has a concern
 - a. Policy 604:Instructional Curriculum will be updated to include an opt-out form.
 - i. Reviewed by the Policy Committee: Nov. 10
 - ii. Presented to the Board: November 27
 - iii. Voted on: December 18th
3. [Process for reconsideration](#) of a textbook or instructional material
4. Emails to families to acknowledge the opt-out requests received: November
5. These communications will be shared in the newsletter and on the website.

PHASE TWO - PROFESSIONAL DEVELOPMENT

DaVinci Academy staff will engage in cultural competency professional development. These trainings will be offered during workshop days scheduled roughly monthly through the rest of the school year.

PHASE THREE - BOARD STRATEGIC PLANNING

The December board retreat will focus on, among other things, our Pillars and how equity intersects with all of them, but specifically, how it relates to Character Development. Why is that important to who we are as a school and what does it mean to ensure that ALL students are represented and welcomed? Our Communications Director will be instrumental in ensuring that who we are as a school is clearly communicated to families and to the community.

PHASE FOUR - RESTORATIVE AND HEALING CONVERSATIONS

DaVinci Academy will either partner with an outside firm to help facilitate healing conversations between the community and the school or use in-house staff members who receive training. These meetings will be held at a variety of different times in order to involve as many members of the parent/guardian and school groups as possible. Either a facilitated restorative and healing circle model or a [World Cafe](#) communication model will likely be used to involve as many community members as possible. These community conversations will likely take place in January and February of 2024.

PHASE FIVE - STUDENT ENGAGEMENT

To address student concerns, which is the reason that the anti-bias curriculum was adopted, we will be looking at ways to engage the students in the conversation. Do they feel welcome, represented, and heard? How can we best address their needs for healing through this turbulent start of the school year?