

## Riverdale SIA Annual Report 2020-21

**There are clear impacts from the reduction in SIA funding and from the direct efforts to respond to COVID-19. While you can't fully set those aside, what is important for your community, including focal student groups, families, and educators, to understand about your SIA implementation efforts during the 2020-21 school year and the positive impacts that have occurred? How were you able to make progress towards the goals and outcomes you were aiming at with SIA funding and processes? (500 words or less)**

Even with the reduction in SIA funds, we were able to make progress towards many of our goals. Our two biggest steps were hiring a full-time Behavior and Restorative Justice Coach at the grade school and a district-wide Equity and Inclusion Coordinator/Restorative Justice Coach at the high school. Having two staff members dedicated to this work has made a clear impact in a number of ways and we are happy to have them both back to continue the work in the 2021-22 school year. The biggest success story is that we are continually hearing from community members, students and marginalized staff that for the first time they feel like they have advocates and allies making change.

**What barriers, impediments, or challenges to your SIA implementation have you faced or identified that are helpful for your community and/or state leaders to be aware of? (500 words or less)**

The SIA goals were written prior to the events of COVID. With the landscape of school changing every day, we had to prioritize new policies and actions related to COVID protocols, student safety, and meeting the needs of students in a new way. When students returned in person, we had to focus on a combination of safety, socio-emotional, and academic needs. All of these things were barriers to implementing some of the goals we outlined in our 2020-21 SIA plan. For example, we were not able to make progress on our plans around developing and implementing a comprehensive post graduate and career exploration program as we had to prioritize current students meeting graduation requirements.

**SIA implementation includes ongoing engagement with focal students, the families of focal students, and educators. What successes and challenges, if any, have you experienced in maintaining engagement? (500 words or less)**

A success in terms of engagement has been holding virtual listening sessions with historically marginalized populations in our community. Even though we had to hold our sessions virtually, we had strong turnout and great feedback from those who attended.

A struggle in terms of engagement has been turnout at other community-facing virtual events. For example, we brought in a renowned expert on cyberbullying to offer tips and support to parents/caregivers and less than 20 people attended.

**Please share your professional assessment of what guided your choices and prioritization efforts in the first year of SIA implementation? What stands out? Anything important or surprising to report back or reflect on? How were key decisions on scaled down implementation made? What impacts, if any, are helpful to name in how you navigated through the last year, specifically as it relates to SIA implementation? (500 words or less)**

There has been a great deal of turnover in our administration, which has made consistency with this work a challenge. That has made it difficult to have a clear process with decisions about SIA funds, who completes which aspects of documentation, and adherence to deadlines. Currently, that process has been much more streamlined and clear with a three person team of the Equity and Inclusion Director, Superintendent, and Financial Accounts Manager. Moving forwards, we have goals and structures in place to make sure we are getting the most use out of these funds and being intentional with the decisions we make.

***Completed by Abby Rotwein  
Riverdale School District Director of Equity and Inclusion  
September 2021***