

Revised Vision, Mission and Goals (revised District DIRE Team Retreat, August 2021)

OUR VISION

To create a district where:

- We no longer remain silent to the issues of racism and hate that continue to plague our public institutions.
- learning environments achieve diversity, inclusion and racial equity.
- students' civil rights are protected and respected.
- we educate global citizens who will one day contribute to the development of more just nation and world.

DIRE MISSION

The mission of the DIRE Team is to: ensure that the culture in all schools and the District is anti-racist and acknowledge that all lives cannot matter until brown and black lives matter.

DIRE GOALS

- Identify ways to foster the core values of racial diversity, inclusion, and racial equity to dismantle institutional and systemic racism throughout our District and all its schools.
- Work to eradicate racist practices and ensure that racial diversity, equity and inclusion are embedded, practiced, and sustained for our students, families, faculty and staff.
- Create policies and procedures that eliminate racial injustice in our schools and District.
- Build awareness about systemic racism and its role in public education. Influence and advocate for culturally and historically relevant curriculum, practices and procedures.
- Create awareness and work to eradicate racism in our communities and profession. Develop professional development opportunities to meet the needs of all stakeholders.
- Ensure a culture in the SPS District and all its schools that confronts systemic racism and creates anti-racist practices.