

Long Range Planning Process

[Austin ISD's Long Range Planning Process Resources](#)

Resource	Description
Racial Equity Impact Assessment Toolkit	Key questions to ask to ensure work is designed to have a sustainable impact on racial equity.
How Can We Create Reasonable Expectations for the Success of the Groups' Strategies While Still Being Accountable?	Speaks to process design moving forward and the establishment of accountability measures.
How Can We Use Evaluation Findings to Reflect on and Adjust Our Work?	Speaks to process evaluation/assessment. In particular, this resource asks critical questions about stakeholder perception of evaluation findings.
Racial Equity: Getting to Results	Introduces the concept of race equity-centered results based accountability (RBA) which promotes naming desired results (specifically naming who the work is for) and designing backward from there. May assist subcommittees in their analysis of qualitative data collected from community sources.
GARE Communications Guide	LRP core team often debates the best way to communicate the work being done, and what has not yet been accomplished, to the community at large. This resource presents relevant information to assist in developing on-going comms plans that extend beyond just being mutl-modal and multi-lingual

Resource	Description
Continuum of Becoming a Transformative Anti-Oppression Organization	<p>Speaks to the mindset shift required to sustain this work. Informs reflection not only on how this process will impact student outcomes, but the culture of the organization as well.</p>
Longoria, R., & Leal, O. (2017). Leadership that influences the desire to change. In J. Johnson, C.L. Uline, & L.G. Perez (Eds.), <i>Leadership in America's best urban schools</i> (pp. 77-88).	<p>Speaks to the mindset shift required to sustain this work. Informs reflection not only on how this process will impact student outcomes, but the culture of the organization as well. Additionally, it also illustrates industry examples and explores best practices.</p>
How YWCA Boston is Using Data for Racial Equity	<p>Describes best practices, and speaks to a required mindset-shift. Speaks to the need to connect historical racial inequities to contemporary data trends. May assist subcommittees in their analysis of qualitative data collected from community sources.</p>
Noguera, P.A. (2007) How listening to students can help schools to improve. <i>Theory Into Practice</i>, 46:3, 205-211, DOI: 10.1080/14241270701402165	<p>Speaks to the role of student voice in the entire LRP process, and how best to leverage student voice for transformation. Illustrates industry exemplars/best practices.</p>
Identifying an Equity Challenge	<p>Critical questions which foster reflection on how to identify a problem, establish root cause, identify variables influencing the problem, and how to identify collaborators/partners who can assist in addressing the problem</p>
Build America's School Infrastructure Coalition. (2018). <i>Education equity requires modern school facilities.</i>	<p>Role of facilities maintenance in student learning and well-being</p>

Resource	Description
Cohn-Vargas, B. (2015, April). <i>Identity safe classrooms and schools</i> . Learning for Justice.	Role of facilities maintenance in student learning and well-being
Eitland, E., & Allen, J. (2019). School buildings: The foundation for student health and success. <i>State Education Standard, 19(11)</i>, pages 25-38.	Role of facilities maintenance in student learning and well-being
Filardo, M., Vincent, J.M., & Sullivan, K.J. (2019, April). <i>How crumbling school facilities perpetuate inequality</i> .	Role of facilities maintenance in student learning and well-being
Harvard T.H. Chan School of Public Health. (2017). <i>Foundations for student success: How school buildings influence student health, thinking and performance</i> .	Role of facilities maintenance in student learning and well-being
Liberatory Design	Examines mindsets and ideologies that, when embraced, contribute to collaborative, equitable design
Undoing Racism Principles	Examines principles and ideologies that can serve as the foundation for anti-racist work. Challenges us to examine how we work actively to disrupt and dismantle racist systems
Seattle's Race and Social Justice Initiative Racial Equity Toolkit	A tool that lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity
How to Approach Strategic Planning with an Equity Lens	Key concepts to remember when attempting to center an equity lens in strategic planning

Resource	Description
Gorski's Equity Literacy Principles	The basic principles to help keep a commitment to equity at the center of equity work and the broader equity conversation.
Gorski's Equity Literacy Principles for Educators of Students Experiencing Poverty	Principles that refer to the knowledge dimension of equity literacy as it pertains to educators' and schools' efforts to ensure equitable educational opportunity for families experiencing poverty.