

Tukwila School District
 Race and Equity Committee
 Policy & Procedures Rubric
 April 2017

			RUBRIC			
			1	2	3	4
			Not Meeting Expectations	Approaching Expectations	Meeting Expectations	Exceeding Expectations
PROCEDURES	1	Who are the under-represented groups (federal subgroups) affected by this policy, program, practice or decision? And what are the potential impacts	Identified group and impact with no supporting data.	Identified group and impacts with supporting data.	Identified group and impacts with 2 pieces of data and source.	Identified group with more than 2 pieces of data with sources.
	2	Does this policy, program, practice or decision worsen existing disparities or produce other unintended impacts?	No explanation how.	Explanation of how and why?	Explanation of how and why with supporting data and sources.	Explanation of how and why with supporting data and sources and also a future solution.
	3	How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice or decision? Can you validate your assessments in (1) and (2)?	Evidence of only staff feedback e.g. surveys, focus groups, staff meetings, etc.	Evidence of feedback from staff and family e.g. surveys, focus groups, staff meetings, union meetings, PTA, etc.	Evidence of feedback from staff, family, and students e.g. surveys, focus groups, staff meetings, ASB groups, student surveys, etc.	Evidence of feedback from staff, family, student, and community stakeholders e.g. surveys, focus groups, staff meetings, ASB groups, student surveys, school board meetings, city advisory boards, business associations, etc.
	4	What are the barriers to more equitable outcomes? (e.g. mandated, political, emotional, financial, programmatic or managerial)	List barriers only.	List barriers and why they are barriers.	List barriers, why they are barriers, cause of the barriers, and potential solutions to the barriers.	List barriers, why they are barriers, cause and solutions to the barriers, and identifies partners to help address the solutions to the barriers.
	5	How will you (a) mitigate the negative impacts and (b) address the barriers identified above?	Answer doesn't address a specific action	Answer addresses a specific action.	Answer addresses a specific action and identifies who can help implement the action.	Answer addresses a specific action, who can help, and there is a timeline based on communication with identified supporting person or group.