Hello Mr. Castillo,

Please permit this email to serve as Rockford School District #205’s response to your request for documents pursuant to the Illinois Freedom of Information Act. Your individual requests are set forth below, along with the District’s responses:

Request #1: How many teachers of color are in this district? And what is the percentage of students of color?
Response to Request #1: Information on teacher and student racial/ethnic diversity is available on the District’s report card posted on the Illinois State Board of Education and District #205 website at:

http://illinoisreportcard.com/District.aspx?
source=EducatorInformation&source2=TeacherDemographics&Districtid=04101205025

http://illinoisreportcard.com/District.aspx?
source=StudentCharacteristics&source2=Enrollment&Districtid=04101205025

In addition, a copy of the District’s 2015 EE0 report is attached.

Request #2: What best practices does your school use for minority retention and recruitment?
Response to Request #2: Please see the District’s Recruitment and Diversity Plan, a copy of which is attached.

Request #3: Can you give us a sample curriculum for heritage months?
Response to Request #3: Please see attached documents describing adherence to the state curriculum mandates for African American History and Women’s History.

Request #4: Does your school have a multicultural committee, and if so what do they do?
Response to Request #4: The District does not have a multicultural committee.

Request #5: How diverse is your staff? How many latinos, blacks, asians, whites, etc?
Response to Request #5: Please see Response to Request #1.
Request #6: What kind of retention program(s) do you have?
Response to Request #6: The District does not have a program entitled “retention” program. Rather, the District has a number of initiatives designed to facilitate staff retention. These programs are described on the District’s website on the Professional Development and Human Resource pages (see links below). In addition, the District’s Total Rewards Program is described in the Retention portion of the attached Recruitment and Diversity Plan.

http://www3.rps205.com/departments/Pages/Professional-Development.aspx
http://www3.rps205.com/departments/Pages/I%20want%20to%20be%20an%20employee.aspx/

Request #7: Do you have an exit survey for your staff, if they are leaving the school?
Response to Request #7: Please see attached.

If I can be of further assistance, please feel free to contact me. Thank you.

Chris Euhus
Legal Department
Rockford School District #205
501 7th Street
Rockford, IL 61104
815-966-3109 (internal 16676)

From: Christian Castillo
Sent: Wednesday, April 13, 2016 10:17 AM
To: FOIA
Subject: Information Request on School Diversity

To whom it may concern,

As a student of Northern Illinois University, I have been part of a class project that involves researching diversity in school districts throughout the area. Getting responses to the following questions will help the project achieve it's goal of creating a perfect diversity curriculum:

1. How many teachers of color are in this district? And what is the percentage of students of color?

2. What best practices does your school use for minority retention and recruitment?

3. Can you give us a sample curriculum for heritage months?

4. Does your school have a multicultural committee, and if so what do they do?
5. How diverse is your staff? How many latinos, blacks, asians, whites, etc does your school have?

6. What kind of retention program(s) do you have?

7. Do you have an exit survey for your staff, if they are leaving the school?

Thank you very much