



RIALTO

UNIFIED SCHOOL DISTRICT
BRIDGING FUTURES THROUGH INNOVATION

HEALING PLAN

STUDENTS, STAFF, & COMMUNITY



2025

Overview

The Rialto Unified School District (RUSD) is committed to fostering a safe, inclusive, and high-achieving educational environment where every student is valued, heard, and supported. In alignment with our mission and vision, we are launching a Healing Plan for Students, Staff, and Community, guiding our work from April 2025 through June 2026. This initiative is designed to enhance equity, promote safety, and strengthen collaboration among all educational partners.

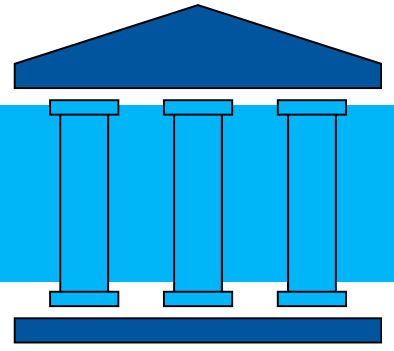


Strategic Leadership

To ensure the successful implementation of this plan, Dr. Kennon Mitchell has been appointed Project Lead (Consultant). Dr. Mitchell will coordinate contracted service providers and advise the District strategically to improve instructional coherence, collective efficacy, and leadership development. Dr. Rhea McIver Gibbs, Deputy Superintendent, will oversee his efforts, ensuring alignment with the district's goals. Co-developers and key implementers are Dr. Ayanna Ibrahim-Balogun, Dr. Robin McMillon, Chief Norberto Perez, Joseph Williams, consultant Mike Medina, and community partners.



Pillars of Support



Support for Students

- Restorative Justice Practices – Expanding the use of healing circles and accountability strategies.
- Social-Emotional Support – Enhancing counseling services.
- Student Voice & Agency – Providing platforms for student leadership and advocacy.
- Equity & Inclusion – Strengthening anti-bias education and cultural awareness programs.

Support for Staff

- Professional Development – Training on trauma-informed and culturally responsive teaching.
- Crisis Response & Behavioral Support – Providing de-escalation techniques and positive discipline strategies.
- Fostering Emotionally Safe Learning Environments – Professional development focused on creating safe, supportive, and emotionally responsive classrooms.

Support for Families & Community

- Community Circles & Dialogue Sessions – Facilitating healing conversations and engagement opportunities.
- Family Empowerment & Involvement – Providing resources, advocacy training, and actively involving parents in planning and decision-making processes to support their children's success.
- Volunteer & Unity Initiatives – Strengthening community partnerships and engagement.



Matrix of Services for Community Healing and Restorative Practices



The following matrix outlines the services and actions proposed in the Rialto Unified School District’s Request for Proposals (RFP) to support community healing, restorative justice practices, trauma-informed instruction, and healing-centered approaches. These services will foster trust, emotional safety, and community well-being within the Jehue Middle School community and throughout the district. By aligning these services with the district’s pillars of support for students, staff, and the broader community, the district seeks to create an inclusive, supportive, and equitable learning environment for all stakeholders.

PILLAR	Services (from RFP)	Action Steps
STUDENTS	Facilitate restorative circles to foster peer support and conflict resolution.	Community Healing, Restorative Practices
	Implement healing-centered practices to build a sense of community.	Trauma-Informed Instruction, Healing-Centered
	Provide social-emotional support through structured activities and interactions.	Social-Emotional Support
	Develop and implement protocols for addressing the use of the “N” word and other racial slurs.	Community Healing, Restorative Practices
STAFF	Facilitate restorative sessions to build trust and promote emotional safety.	Community Healing, Restorative Practices
	Deliver trauma-informed professional development to strengthen staff skills, knowledge, and capacity to create emotionally safe and supportive learning environments.	Trauma-Informed Instruction
	Develop and implement protocols for addressing the use of the “N” word and other racial slurs.	Community Healing, Restorative Practice
Community & Parents	Facilitate structured community listening sessions to understand perspectives and address concerns.	Community Healing, Restorative Practices
	Create safe (“brave”) spaces for open communication and community support.	Community Healing
	Facilitate community restorative sessions to foster collaboration and connection, build trust, and promote emotional safety.	Community Healing, Restorative Practices
	Deliver professional development to support restorative practices at home.	Trauma-Informed Instruction

Prioritizing Safety & Student Well-Being



Recognizing the critical need for enhanced safety, RUSD will hire a Chief of Safety and Intervention to lead the district's security efforts. Until a permanent leader is in place, Miguel Medina, a seasoned expert with 32 years in law enforcement and 25 years in school district safety, will support this transition. Mr. Medina will assist the District in the following areas:

- **Crisis Prevention & Response** – Strengthening school-wide safety measures.
- **Behavioral Interventions** – Training staff in conflict resolution and crisis de-escalation.
- **Anti-Hate & Anti-Bullying Initiatives** – Implementing district-wide awareness and prevention campaigns.

Implementation & Accountability



This plan will be launched in April 2025, with continuous evaluation through June 2026. Regular updates will be provided to ensure transparency and accountability in achieving our goals.

We appreciate the dedication of our staff, families, and community members in supporting this vital work. Collaborating will create a thriving, inclusive, and secure environment for all RUSD students and educational partners.

If you have any questions or need additional information, please contact RUSD Communications/Media Services at (909) 820-7700 ext. 2126.

Thank you for your commitment to our students and our community.

