

Seattle Public Schools Department of Equity & Race Relations

Seattle Public Schools/Seattle Education Association Racial Equity Team

A Racial Equity Team is a formal working committee whose charge is to provide leadership and momentum around implementing educational opportunities, policies and programs that will further racial equity in your school with a focus on reducing and eventually eliminating disproportionality in discipline.

GOALS

1



Align with District-wide efforts to implement the "Ensuring Educational and Racial Equity" Policy, Superintendent's SMART Goals, Closing Opportunity Gaps An Action Plan for Accelerating Achievement for African American Males and Other Students of Color, to eliminate racial disproportionality in graduation and discipline rates.

2



Build capacity among principal, teachers, staff, and students in transforming school climate, leadership, policies, procedures and instructional practices

3



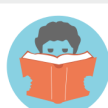
Strengthen the voices and participation of students, families and community to inform school policies, practices and procedures.

4



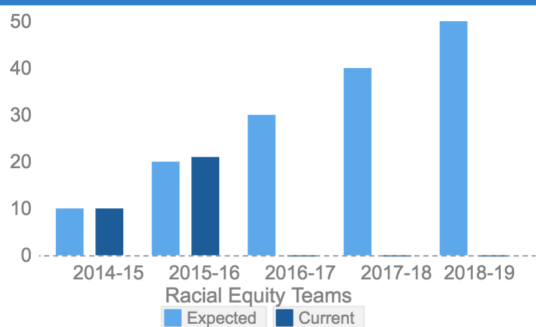
Develop an Equity Action Plan to eliminate disproportionality in discipline in educational supportive ways by addressing adverse childhood experiences Trauma Informed Practices & Cultural Responsive Pedagogy.

5



Ensure student engagement and motivation through strength-based Culturally Responsive Instruction based upon strengthening relationships with students & to achieve high academic outcomes for each student.

Transforming Attitudes, Beliefs & Behaviors



SMART Goal #2: MTSS-B (School-Based E-Teams)

- In alignment with the District's Ensuring Educational & Racial Equity (Policy #0030), the Strategic Plan, and the Superintendent's SMART Goal 2: Multi-tiered Systems of Support B (Transforming Attitudes, Beliefs and Belonging), the Dept. of Equity & Race Relations has implemented 21 School-based Racial Equity Team.
- The Dept. of Equity & Race Relations is scheduled to implement a Central Office Internal Racial Equity Team by the end of the 2016-17 academic year and 10 additional School-based E-Teams per year.

SPS/SEA School Racial Equity Teams

Phase I

Olympic Hills Elementary
Wing Luke Elementary
John Muir Elementary
Rainier View Elementary
Thurgood Marshall Elem.
South Shore PreK-8
Chief Sealth Int'l HS
Nathan Hale HS
Seattle World School
Interagency

Phase II

John Stanford Int'l School
Bailey Gatzert Elementary
Sacajawea Elementary
Leschi Elementary
Denny Int'l MS
Washington MS
Aki Kurose MS
Rainier Beach HS
Ballard HS
West Seattle HS
Cleveland HS

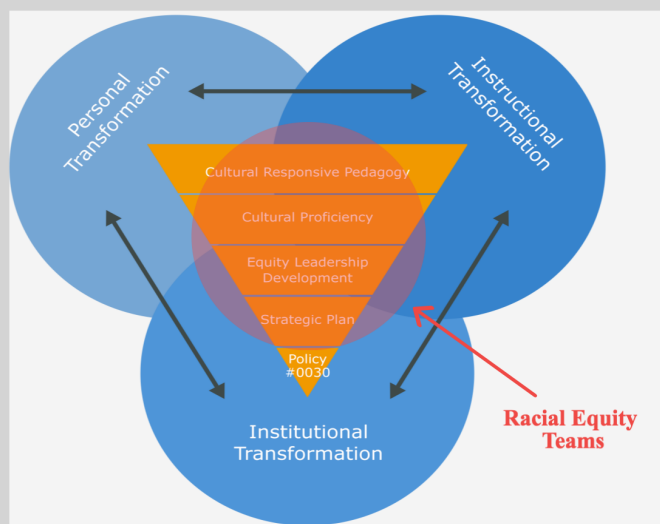
Closing Opportunity Gap Plan: Signature Strategies

- Signature Strategy 1.1: Positive Beliefs
- Signature Strategy 1.2: Positive Relationships
- Signature Strategy 3.2: Positive Learning

Racial Equity Teams will:

- ✔ Participate in Ensuring Educational & Racial Equity Institute.
- ✔ Establish SMART Goals aligned with the District's Ensuring Educational & Racial Equity Policy #0030 and the Strategic Plan in order to eliminate disproportionality in discipline and advance educational racial equity in their school.
- ✔ Develop an Equity Action Plan to eliminate disproportionality in discipline in their school and implement Culturally Responsive Instruction and Leadership in every classroom.
- ✔ Implement the Racial Equity Analysis Tool in school decision-making processes.
- ✔ Collaborate with the BLT on the CSIP, budget, and professional development plan to implement strategies to eliminate disproportionality in discipline and advance educational racial equity in their school.
- ✔ Share lessons, results, and promising practices with students, families, staff, community and colleagues from other schools.

Collective Accountability - Racial Equity Framework



The Racial Equity Teams are an integral component of the District's goal to eliminate disproportionality in discipline and ensure educational excellence and racial equity.

Ensuring Educational & Racial Institute Modules

Transformative Educational & Racial Equity Framework

Racialized Educator Identity Lens

Whiteness & Privilege in Schools & Education System

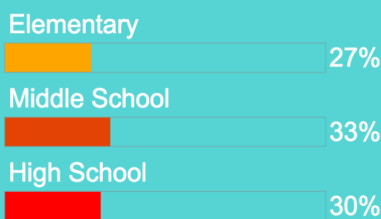
Institutional Racism & Anti-Racism Advocacy in Schools

Cultural Responsive Pedagogy to Positively Impact Every Student

Trauma Informed Practices in our Schools & Classrooms

"By the Numbers"

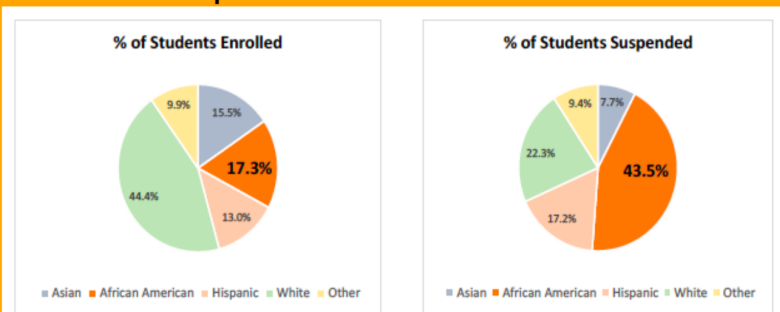
African American Male (AAM) Students Currently Enrolled AAM English Speaking Students in Special Education*



Nearly 1/3 of all African American English Speaking Male Students enrolled in Seattle Public Schools are in Special Education Programs

*(As of Sept. 2014)

Students' Suspensions Rates relative to Enrollment Size**



African American students are only 17.3% of the SPS student population but are 43.5% of students suspended in SPS

**2013-14 Academic Year



It is the moral and ethical responsibility and a top priority for Seattle Public Schools to provide Equity Access and Opportunity for every student, and to eliminate racial inequity in our educational and administrative system.



SOURCES: SPS Board SMART Goal #2: MTSS-B Presentation, SPS/SEA Partnership Committee School Racial Equity Team Application, African American Think Tank - SPS Keeping our Promise: Action Plan.

Department of Equity & Race Relations