

*Monitoring Response Document*

Policy Monitored: EL-10, Race and Equity  
 Date Report submitted: 10/16/19  
 Date of Board’s Monitoring Response: 11/20/19

The Board has received and reviewed the Superintendent’s Monitoring Report referenced above. Following the Board’s review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<p style="text-align: center;"><b><u>Ends Reports:</u></b></p> <ol style="list-style-type: none"> <li>1. The Board finds that the Superintendent:                     <ol style="list-style-type: none"> <li>a. has achieved the goals established in the policy.</li> <li>b. is making reasonable progress towards achieving the goals.</li> <li>c. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected in some areas.*</li> <li>d. is <i>not</i> making reasonable progress in achieving the goals established. *</li> <li>e. cannot be determined*</li> </ol> </li> </ol>	<p style="text-align: center;"><b><u>Executive Limitations Reports</u></b></p> <ol style="list-style-type: none"> <li>1. The Board finds that the Superintendent:                     <ol style="list-style-type: none"> <li>a. <b>is in compliance. (2)</b></li> <li>b. is in compliance, except for items(s) noted.*</li> <li>c. <b>is making reasonable progress toward compliance.* (2)</b></li> <li>d. is <i>not</i> in compliance <u>or</u> is <i>not</i> making reasonable progress toward compliance.*</li> <li>e. cannot be determined*</li> </ol> </li> </ol>
<p><i>*see comments below (No. 3)</i></p>	

2. Please note commendable progress over the last year.

The board is impressed with many facets of the work the superintendent has done. The Club de Lectura tutoring program, the growing LatinX Summit and the youth pride parade are but a few examples of that work. We also approve of the increase in the hiring of more high-level translators, the new Ethnic Studies course in high school and the affinity group for staff. The board would also note the Student Equity and Inclusion Coordinator and the work towards increasing student voice. This work has been underway for a number of years and has been woven into many if not all aspects of the district. We appreciate the opportunity to now hear a more focused report on such important work and its progress. The sheer number of activities and events with a broad reach for families and the greater Bellingham community is impressive.

The board acknowledges and supports partnering with WWU in order to help a diverse group of paraeducators obtain their teaching credentials. We appreciate the high school Teacher Academy program, aimed at recruiting and supporting students to become teachers. We believe that this will make a huge impact in the district someday. Finally, we are proud of the superintendent’s leadership and use of a Family Engagement Team that helps to meet the needs of families in extreme poverty. We find all of this is proof that all children in the district are loved.

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3. Please note areas for additional improvement.

The board would like to learn more about the Time Immemorial curriculum in the future. We also look forward to seeing the implementation of reporting processes and the mobile response team.

4. Comments on the report itself.

The board feels that this is a good start and we will continue to refine this policy.

5. Possible changes to the policy.

The board will discuss this at our next retreat.