

Monitoring Response Document

B/SR 3.1.1

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:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
<p>1. The Board finds that the Superintendent:</p> <ul 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> </ul>	<p>1. The Board finds that the Superintendent:</p> <ul style="list-style-type: none"> <li>a. is in compliance. <b>KB DB JM</b></li> <li>b. is in compliance, except for items(s) noted.*</li> <li>c. is making reasonable progress toward compliance.* <b>CDH</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> </ul>
*see comments below (No. 3)	

2. Please note commendable progress over the last year.

**KB:**

- Club de Lectura tutoring program
- Growing LatinX summit
- Centralized support for conferences for non-English speakers
- Increase in budget of hiring more high-level translators
- Youth Pride parade
- Ethnic studies course in high school

**DB:**

- What an impressive response to a brand-new policy. As noted, the work has been underway for a number of years and is being 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.
- Engaging families and community partners (item 2d) – The sheer number of activities and events with a broad reach is impressive.
- Affinity group for staff – more info as available. Great idea!!
- Appreciate the work increasing student voice.
- You have a Student Equity and Inclusion Coordinator? Awesome!

- New mobile response team – would like more details (as they emerge). Tied in with existing MRT? Team training? Team composition? Threshold for call out?

**CDH:**

- The board acknowledges (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. The board agrees with an increase in funding to hire interpreters to facilitate parent participation at all schools. 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.

**JM:**

- Work to develop a process for reporting incidents and implementing a mobile-response team are both such important steps to effectively addressing race and equity issues.
- Affinity group for staff of color.
- Student Equity and Inclusion Coordinator position is critical for welcoming all our families and working toward the belief that “All Children Should be Loved.”
- Excellent attendance at district events, including the Latinx Education Summit and South Asian Desi party.
- The work to provide support for school conferences for families that speak languages other than English; big piece of engaging families!
- Youth Pride event was well-attended and showed support for LGBTQ+ students/families.
- A lot of work to engage school staff and district leadership in race and equity learning opportunities.
- New Ethnic Studies course on its way!

3. Please note areas for additional improvement.

**KB:**

- None

**DB:**

- None

**CDH:**

- The board would like to learn of work being done to combat years of systemic racism, perhaps through the Time Immemorial curriculum.

**JM:**

- Look forward to seeing the implementation of reporting processes and the mobile response team.

4. Comments on the report itself.

**KB:**

- None

**DB:**

- None

**CDH:**

- This is a good start.

**JM:**

- Thorough and interesting.

5. Possible changes to the policy.

**DB:**

- None

**CDH:**

- None at this time.

**JM:**

- 2A: “The superintendent shall not fail to increase workforce diversity reflective of our students” sounds as though it’s asking for quantitative data. Without data pertaining to the diversity of our staff, it’s hard to determine whether or not the superintendent is in compliance. That being said, I believe this is reported at length elsewhere (the Affirmative Action Plan?), so I’m wondering if there is any interest in rewording this policy so that it’s more reflective of the information we’re asking for.