

# Supporting Equity, Racial Equity and Inclusion in Lake Washington

Board Presentation

August 24, 2020



Lake Washington  
School District

## Our Mission

Each student will graduate prepared to lead a rewarding and responsible life as a contributing member of our community and greater society.

## Our Vision

Every Student Future Ready:

- Prepared for College
- Prepared for the Global Workplace
- Prepared for Personal Success



# Our Values

From the Boardroom to the classroom, Lake Washington School District is committed to the values that shape our culture.

## **Focus on Students**

To prepare our students we believe that all students must have opportunities to learn a rich curriculum in inclusive classrooms.

## **Focus on Learning**

To continue growing as an organization, everyone must have access to learning opportunities that encourage ongoing growth and development.

## **Focus on Connections**

To engage our community, our district must be focused on strong partnerships, outstanding service, and clear communication.

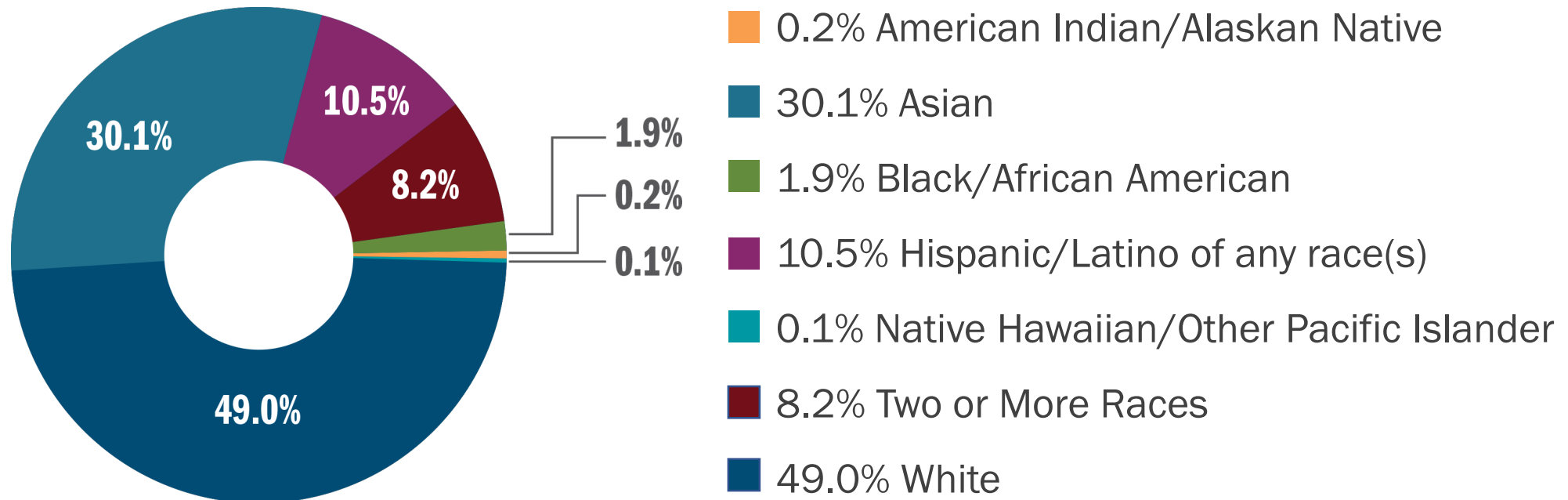
## **Focus on Results**

To be the best school district in the world, we are committed to high quality implementation of practices that produce positive change and sustainable transformation.



# STUDENT RACIAL MAKE-UP

Race/Ethnicity: October 2018 (Reference: LWSD About Us)





## Why Now?

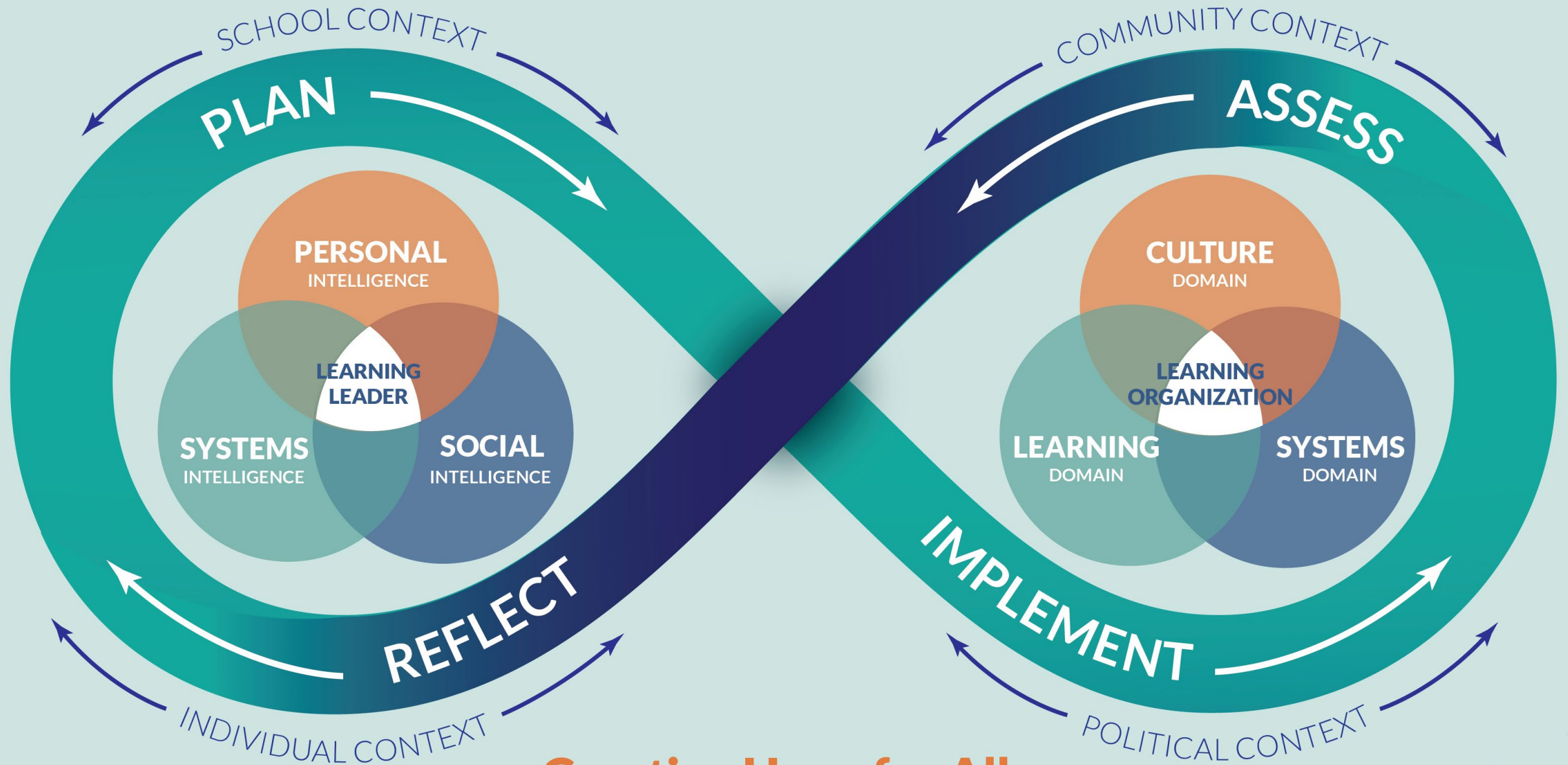


## Why Each?

- In order to personally thrive and achieve greatness, each student must...
  - Feel **safe** and **welcome** for who they are
  - Have **access** to **support** and **challenge** for who they are becoming
- In order to be a contributing member of a dynamic and pluralistic society, each student must...
  - Be able to take the **perspective** of and **empathize** with others from diverse backgrounds and cultures.
  - Be able to **consider others** and show a desire to contribute to the well-being of school and community.



# Becoming While Doing



**Creating Hope for All**

# THE GOLDEN CIRCLE

Students are the Center of Our Work



## What

We educate students



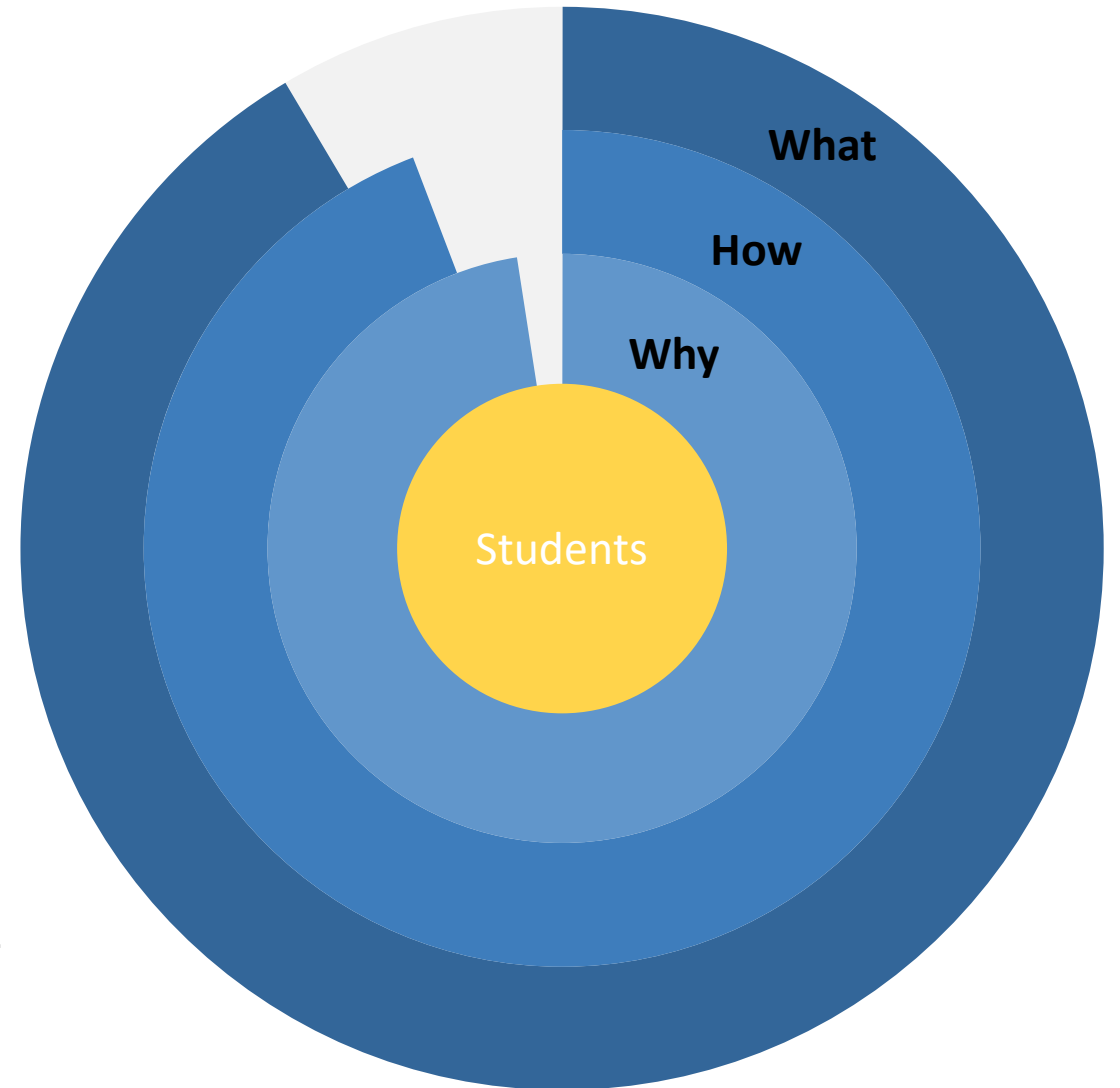
## How

We implement high-quality teaching and learning that addresses the needs of all students



## Why

We are mission driven and believe our work creates a better world







## What do we do

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- We change lives
- We tilt trajectories
- We provide hope
- We love unconditionally





# How do we do it?

Addressing

- Addressing systems that marginalize

Providing

- Providing excellent instruction for every student

Creating

- Creating spaces where individuals can show up

Tending

- Tending to social and emotional well-being

Committing

- Committing to the success of our organization

Engaging

- Engaging our community as partners



# Why do we do it

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Because we believe each child can  
achieve greatness

When our What, How and Why  
are connected and articulated  
to students then...



...our actions should  
always communicate:

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- Each child's success matters to me
- Each child's success matters to our school
- Each child's success matters to our district
- Each child's success matters to our community
- Each child's success matters





## Purpose of Equity

To **ensure** academic success for all students by closing opportunity gaps for students and providing equitable and inclusive working and learning environments for all students, families, staff, and communities.

## By committing to equity we will..

**Remove** the predictability of success and failure that currently correlates with race or any social/cultural factor.

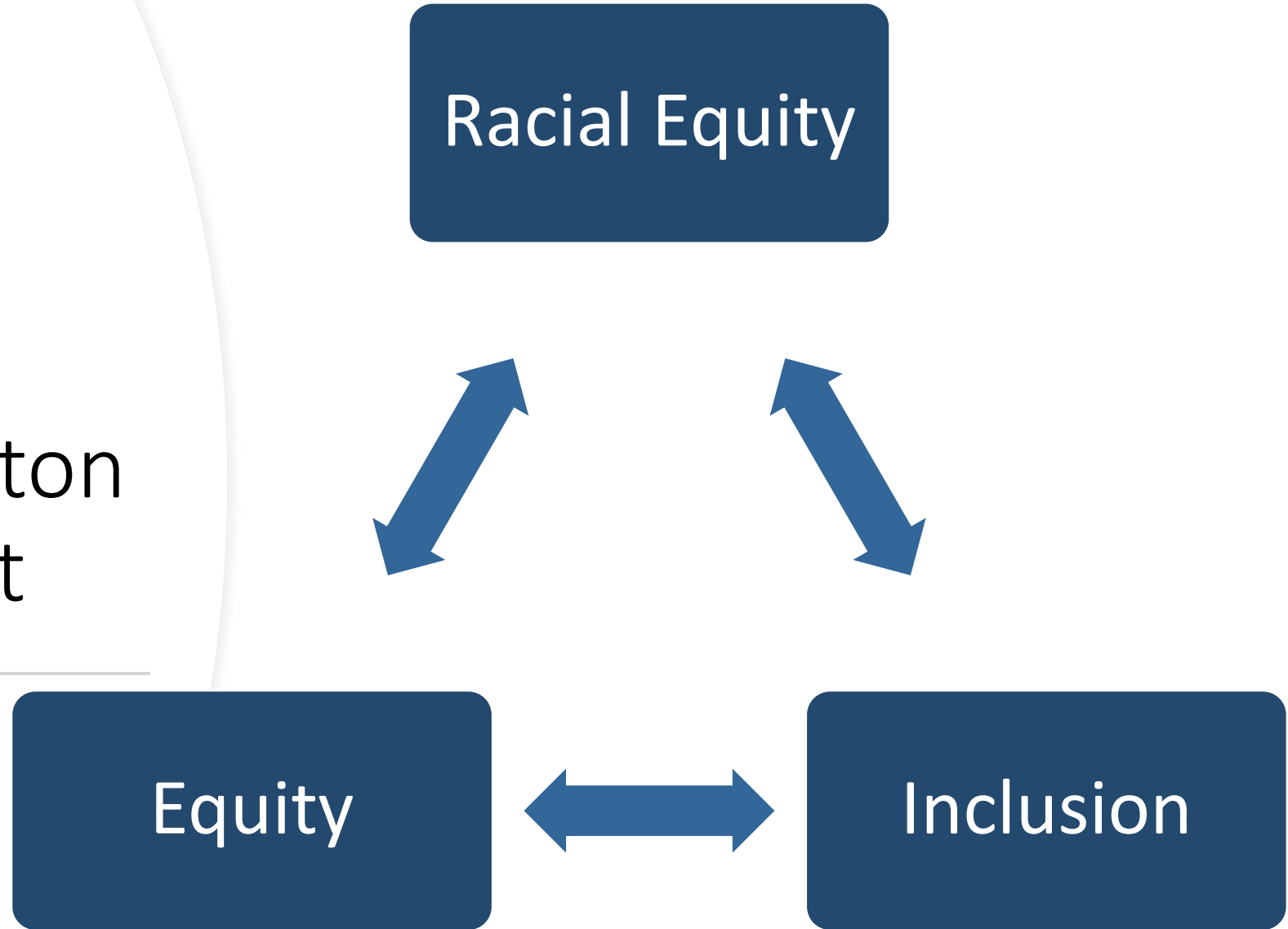
**Interrupt** inequitable practices, examine biases, and create inclusive school environments for all students.

**Discover and cultivate** the unique gifts, talents, and interests that every human possesses.





Leading for  
Equity in  
Lake Washington  
School District



# Equity Work to Support Systems Change

## Individual Work

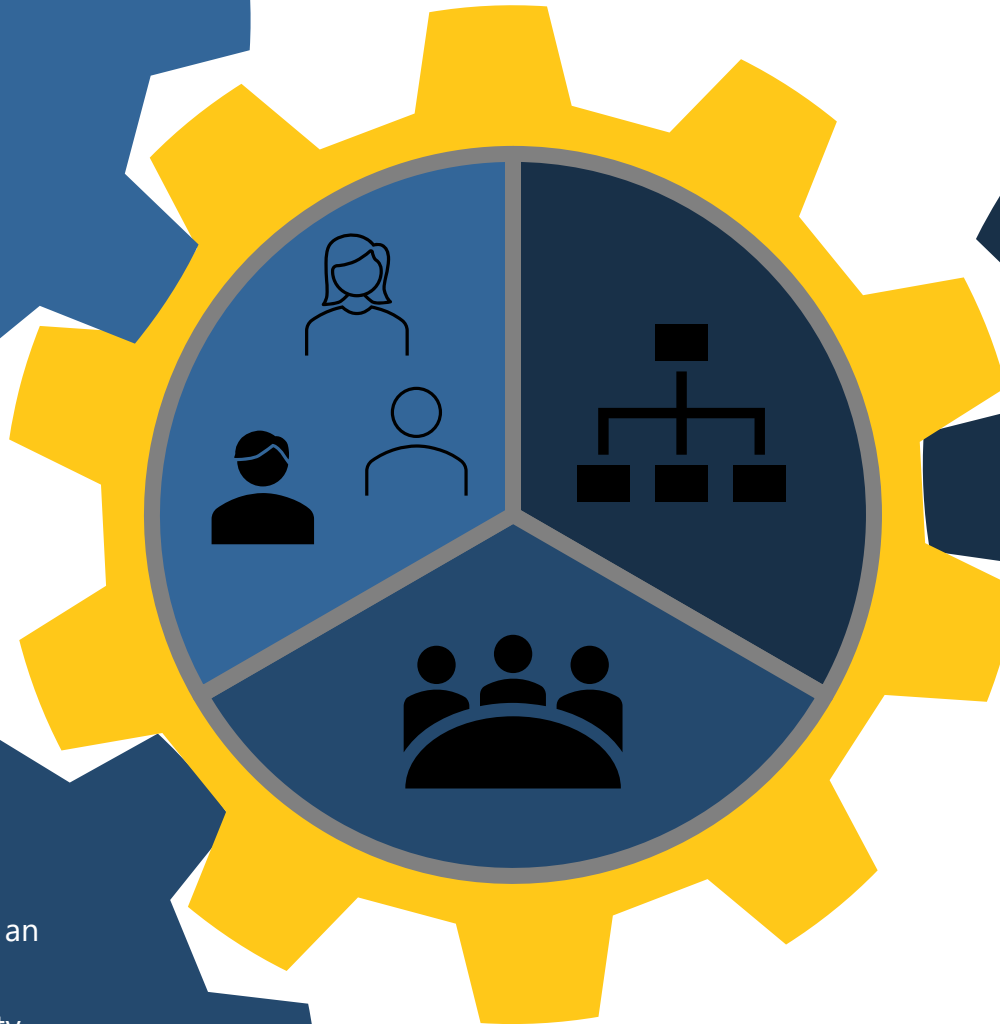
Each person in Lake Washington has a professional obligation to focus on their professional growth and understanding of issues related to equity, racial equity, and systems of marginalization.

## Organizational Work

As an organization, LWSD has an obligation to provide collective voice and experience related to equity, racial equity, and systems of marginalization. Our collective work must focus on changes, adjustments, and enhancements to our systems.

## Group Work

Teams of LWSD professionals have an obligation to collectively focus on issues related to equity, racial equity, and systems of marginalization.





## Individual

- Cycle of Cultural Competency (Humility)
- Courageous Conversations
- Connected to Professional Frameworks

# Cycle of Cultural Competency (Humility)



## Courageous Conversations: Compass



## Courageous Conversations: Agreements

Stay Engaged

Experience Discomfort

Speak Your Truth

Expect/Accept Non-Closure





## **Associate of Washington School Principals (AWSP):**

### **Leadership Framework**

Racially literate leaders actively pursue a deep understanding of their own individual racial identity, continually hone their ability to recognize structural and systemic racism, and courageously change the status quo.

Developing and applying a skill set that identifies and engages families historically underserved is a powerful way for a school leader to assure a more equal opportunity to learn for each student in a school.

## **Charlotte Danielson:**

### **Instructional Framework for Professional Growth & Evaluation**

Teachers strive for excellence, but a ‘commitment to excellence is not complete without a commitment to equity.’ Each student deserves access to world-class teaching and learning environments that promote joyful inquiry, intellectual rigor, and reflection.



# Prepared For Welcoming Our Black and Brown Students

## Letting the Light Shine:

Supporting the Brilliance of Black Scholars in LWSD



"As an organization, we have an obligation to be responsive to the needs of all our students while lifting up and elevating our students that have been marginalized both historically and through our current pandemic. I am proud to say that the lives of our black students matter in Lake Washington School District and we have the opportunity to demonstrate that as students return to school. Given the ongoing discussions about race across the country, we must make sure our students of color, and particularly our black students, know they belong and that our schools are safe spaces for them. As educators, we have the opportunity to create these safe spaces for students that are most likely wondering what school will feel like right now."

Dr. Jon Holmen, Superintendent

This brief is intended to provide LWSD educators with an overview of best practices in supporting our Black students. Additionally, this brief includes resources that can support educators who are looking to go further in learning about how to ensure that our schools and classrooms are inclusive and welcoming environments that provide our Black students with fertile ground to thrive as scholars, artists, citizens, and leaders.

### Best Practices for Supporting Black Scholars

Some common themes emerge when reviewing articles and reports on how educators can best support Black students. Many of these themes resonate with the foundational texts that the Lake Washington School District has been using for professional learning particularly ***Courageous Conversations About Race*** by Glenn Singleton and ***Culturally Responsive Teaching and the Brain*** by Zaretta Hammond.

#### 1. Be an investigator

We often use the cycle of cultural competency (or humility) to help us think about the process by which we learn and grown in our understanding of the ways in which race impacts our lives and the lives of others. In order for us to act in ways that support positive changes on behalf of our Black Scholars, we need to develop an inquiry mindset that is curious and humble.

Our work with ***Courageous Conversations*** has highlighted the **importance of first understanding our own stories and identities** and the ways in which our own history affects our relationships with students.







## Group

- Parent/Student Engagement
- District Equity Team
- Building Equity Teams

# Authentic Community Engagement



# Lake Washington School District Equity Teams

## District Equity Team

- Policy
- Goals

## Building Equity Teams

- Each school is expected to have a building equity team
- This year, schools will be expected to intentionally engage parents as members of those teams







# System

- Policy
- Department Goals
- Strategic Goals

## Asset Based Approach

### Asset Based Approach

Strengths driven

Opportunity focused

Internally focused

What is present that we can build upon?

May lead to new, unexpected responses to community wishes.



# Types of Policy – Adopting Equity Policy

## **Board Policy**

The School Board Owns and Manages Board Policy

### **Defines:**

1. The values, actions and behaviors of the Board
2. Relationship with the Superintendent
3. Expectations for operations and results

## **Administrative Policy**

The Superintendent Owns and Manages Administrative Policy

### **Defines:**

1. The values, actions and behaviors of the District
2. State required actions of the Superintendent and School Board
3. Specific operational actions and requirements for managing processes and procedures of the District

## Department Goals

**S**trategic  
**M**easurable  
**A**mbitious  
**R**ealistic  
**T**ime-bound  
**I**nclusive  
**E**quitable

**Review** the plan template and **Reflect** about how the department can consider systemic changes supporting more equitable outcomes

**Consult** with Director of Opportunity, Equity and Inclusion and Supervisor

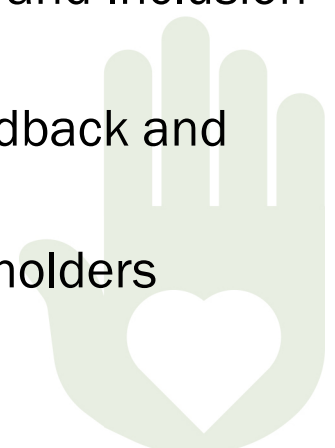
**Engage** District Equity Team to gather insight to inform goal/plan

**Draft** goal and plan and submit to Supervisor and Director of Opportunity, Equity and Inclusion for review

**Revise** goal and plan based on feedback and finalize for publication

**Implement** plan and **Engage** stakeholders throughout

**Share** results and **Reflect**







# ACADEMIC SUCCESS

We believe that every student can learn and achieve at high levels, and it is our responsibility to help each student learn, grow, and be challenged. Our commitment to success for every student is rooted in the ideals of opportunity, equity, and inclusion.

- Culturally Responsive Teaching
- Multi-Tiered Systems of Support - Academics (MTSS-A)
- Career, Technical, and College Pathways
- Integrated Instructional Technology
- Innovative Learning Opportunities
- Inclusive Early Learning





## WELL-BEING

We believe that all students must be safe and feel a sense of belonging if they are to succeed. It is our responsibility to create safe and inclusive learning communities in every school where every student and family is valued and welcomed.

- **Multi-Tiered System of Support - Behavioral, Social and Emotional Support (MTSS-B)**
- **School Equity Teams**
- **Security and Emergency Preparedness**
- **Cyber-Security**
- **Activities and Athletics**





# COMMUNITY ENGAGEMENT

We believe that strong communities build strong schools,  
and strong schools build strong communities.

- District Equity Team
- Culturally Responsive Family Engagement
- Strategic Partnerships
- Family and Community Feedback Processes





## EXCELLENT STAFF

We believe that each employee in our district plays a vital role in contributing to the success of our students. We value all the professionals within our organization and are committed to ensuring that we support and develop a high quality and diverse workforce.

- Workforce Diversity
- Recruitment and Retention
- Professional Learning





## EFFECTIVE USE OF RESOURCES

We believe that using our resources responsibly and strategically will result in success for our students. As a publicly-funded organization, we must be efficient and effective in our use of public resources to ensure and maintain trust.

- Facilities and Technology Systems
- Transportation Systems
- Fiscal Responsibility

[HOME](#) > [ABOUT US](#)

## Leading With Equity

“As an organization, we have an obligation to be responsive to the needs of all our students while lifting up and elevating our students that have been marginalized both historically and through our current pandemic. I am proud to say that the lives of our black students matter in Lake Washington School District and we have the opportunity to demonstrate that as students return to school. Given the ongoing discussions about race across the country, we must make sure our students of color, and particularly our black students, know they belong and that our schools are safe spaces for them. As educators, we have the opportunity to create these safe spaces for students that are most likely wondering what school will feel like right now.”

- DR. JON HOLMEN, SUPERINTENDENT

### Why we lead with equity

Equity is central to Lake Washington School District's [mission, vision and values](#).