

SPOKANE SCHOOL DISTRICT NO. 81

Resolution No. 2020-11

A BOARD RESOLUTION TO ESTABLISH EQUITY POLICIES

WHEREAS, Spokane Public Schools recognizes the current unprecedented challenges facing our community related to both the COVID-19 crisis and the inequities involved in all aspects of health, wellness, and learning; and

WHEREAS, the mission of Spokane Public Schools is to provide excellence for everyone, yet this opportunity has not been made possible for every student; and

WHEREAS, the national crisis of racism has been reflected in both recent and historical events highlighting the injustice and discrimination that is pervasive through our culture and institutions; and

WHEREAS, we realize that structural racism is built into the bones of our schools, as well as every structure in society; we have to build anti-racism into the bones in order to increase student empowerment, belonging, value, and hope for the future (*adapted from Ijeoma Oluo*); and

WHEREAS, we have gathered extensive community feedback through the last several years from community stakeholders, educators, parents, and students on how to improve the educational experiences of students, however there is more work to be done; and

WHEREAS, we are committed to change in order to truly live our vision of Excellence for Everyone.

NOW, THEREFORE, BE IT RESOLVED, that Spokane Public Schools will establish equity policies that guide budgetary processes, operations, and student programming

- Develop a strategic plan using a racial-equity lens in every goal and objective by Spring 2021

BE IT FURTHER RESOLVED that Spokane Public Schools will establish policy that requires all new employees to participate in anti-racism and cultural responsiveness training before working with students

- Office of Family and Community Engagement will partner with other key district departments including Human Resources to develop an onboarding training menu for staff focused on anti-racism and cultural responsiveness by January 2021

BE IT FURTHER RESOLVED that Spokane Public School will establish policy that ensures anti-racism and cultural responsiveness training continues with current staff and ensures that all staff regularly participate

- Continue Anti-Racism professional development for all building staff as well as WEA Cultural Responsiveness
- Culturally Responsive Training for school community (including students, parents & partners)
- Sustained Dialogue: Building Staff & School Community (facilitated)

BE IT FURTHER RESOLVED that Spokane Public Schools will implement additional structures to increase student voice and specifically collect input regarding issues related to racial equity by

- Enhance current student surveys to include questions specifically related to racial equity
- In collaboration with community, businesses, and partners, schedule listening sessions during the months of June, July and August

BE IT FURTHER RESOLVED, that Spokane Public Schools will advance equitable student-centered learning by providing cultural connections to curriculum, student agency, project-based learning, and competency centered structures for grading, course completion, and advancement

- Form a task-force comprised of curriculum specialists, classroom teachers, and the Diversity Advisory Council to provide recommendations for aspects of equitable student-centered learning by August 2020

BE IT FURTHER RESOLVED, that Spokane Public Schools will implement researched social emotional learning curriculum and emphasize wellness and anti-racism as key factors of student and staff success

- Provide resources to continue the implementation of Social Emotional Learning curriculum and develop additional wellness and anti-racism resources for staff while providing a bi-annual report to the Board on outcomes

BE IT FURTHER RESOLVED, that Spokane Public Schools will prioritize resources to support the holistic needs of underserved populations

- Apply equity lens to current 2020-2021 budget development process to avoid reductions to intervention staffing and resources

BE IT FURTHER RESOLVED, that Spokane Public Schools will prioritize resources and training to ensure high levels of inclusion for students with disabilities

- Continue inclusionary practices pilot and invest professional development and resources moving forward

BE IT FURTHER RESOLVED, that Spokane Public Schools will establish systems and structures to ensure all students have equitable access to technology and are able to access distance learning

- Propose new technology access model by June 24, 2020

BE IT FURTHER RESOLVED, that Spokane Public Schools will work with their Spokane Education Association (SEA) and Campus Resource Officer (CRO) partners to come to an agreement that will eliminate employees' ability to arrest students

- Work through the summer with community partner input to develop new safety strategy to be in place when students return in the fall of 2020

BE IT FURTHER RESOLVED, that Spokane Public Schools will establish ambitious goals for increasing work-force diversity and will invest resources in recruitment and retention strategies

- Hire Person of Color-Led Consulting Company with established experience in diversifying employee pools in large organizations; address all recommendations (with community feedback)

BE IT FURTHER RESOLVED, that Spokane Public Schools will enhance the process for receiving and addressing student and family concerns around reported racial discrimination

- Formal strategies will be developed and communicated to families to address issues related to racial discrimination with community feedback

BE IT FURTHER RESOLVED, that Spokane Public Schools will invest in the development of a Person of Color-led Multi-Cultural Club in every-single-school.

- The Office of Family and Community Engagement will develop in partnership with the Diversity Advisory Council, a proposed model for providing a club in all schools

BE IT FURTHER RESOLVED, that Spokane Public Schools will ensure oversight of exclusionary discipline

- The Office of Family and Community Engagement and Student Services will develop an Ombudsperson process to evaluate all long-term suspensions and expulsions and to partake in all Tier III re-entry meetings to ensure a safe and successful return to the classroom environment.

This is Just the Beginning!

Adopted and approved this 10th day of June 2020 in Spokane, Washington.

MEMBERS, BOARD OF DIRECTORS

ATTEST:

Secretary, Board of Directors