

DISMANTLING RACISM IN THE LWSU

Race and Equity Focused Professional Learning 2020-2021



It is the right time to dismantle individual, institutional, and structural racism through our professional learning. Our staff, communities, families, and even more importantly, our students, are depending on us.

CABINET AND BOARD TRAINING

Cabinet and Board members will engage in significant professional learning, coaching, and support to design and implement the infrastructure for racial equity transformation.

This 16 hours of training examines district policies, practices, programs, structures, climate, and culture to identify barriers to equity and excellence, and leads systemic change efforts that result in high levels of achievement for all students.

DISTRICT LEADERSHIP TEAM TRAINING

DLT members will participate in 15 hours of seminars called "Virtual LEADS" (Virtual Leadership for Equity & Anti-Racism Development) focused on deepening understanding of institutionalized racism and its impact on student learning, as well as providing support for leading systemic equity transformation initiatives in the district and schools.

EQUITY SITE TEAM LEADERS TRAINING

Individual school and department equity work depends on a robust equity team. Principals, and 2-3 members of every school equity team will participate in a quarterly training to provide support and enhance learning from the Opportunity, Inclusion, and Equity Department focused this year on family and community engagement and deepening awareness of race and cultural competency.

CERTIFICATED STAFF

- 8 hours of dedicated LEAP training developed by the Equity Department
- Annual training addressing disproportionality in intervention practices and rights for students
- Social-Emotional Learning and PBIS advanced training opportunities
- Opportunities to participate in leadership training with principals

CLASSIFIED PROFESSIONALS

The Professional Learning Department and the Opportunity, Inclusion, and Equity Departments will collaborate to facilitate live training for office professionals and other classified professional staff. Further, they will collaborate to align equity focused learning with the Instructional Para Educator Certificate Program.

STRATEGIC COLLABORATION

The Opportunity, Equity, and Inclusion Department, Special Services Department, Student Services Department, Teaching and Learning Department, and Professional Learning Departments will partner to facilitate and develop additional training opportunities for all staff. This work will also be guided through collaboration with the District's Equity Team, which meets monthly and includes certificated and classified staff, administrators, family, and community members.

PARTNERSHIP WITH PACIFIC EDUCATION GROUP

This year, Lake Washington School District will continue a partnership with Courageous Conversations to facilitate race-centered learning for all stake-holders. As a result, a foundational full day training, "The Virtual Experience" will be provided for all District Leaders, three staff from each school, school psychologists, campus security monitors, Speech and Language Pathologists, Resources Officers, and members of each strategic collaboration department including Directors and TOSAs.