



Welcome from the Opportunity, Equity, and Inclusion Department (OEI)

GLORIA
HENDERSON

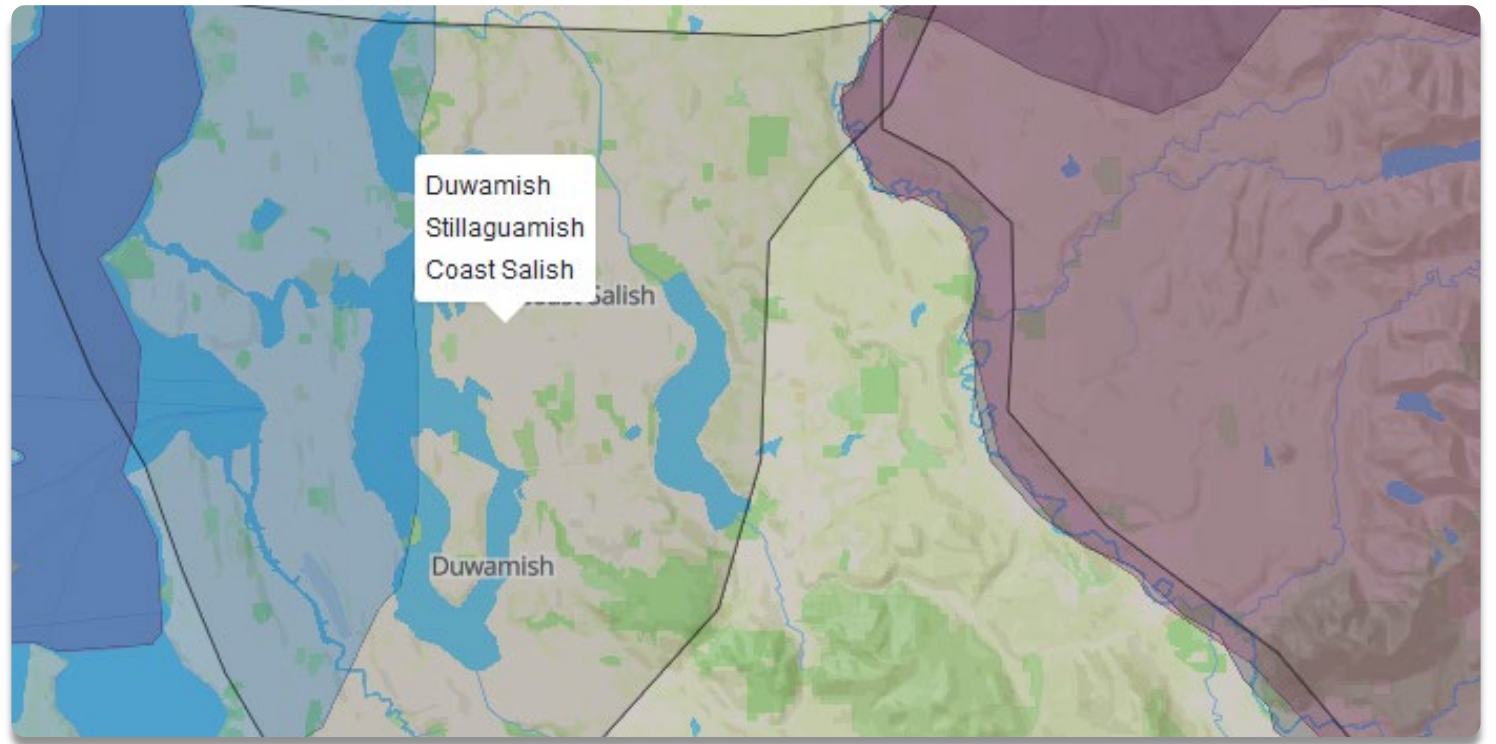
DIRECTOR OF OPPORTUNITY, EQUITY &
INCLUSION

Department Mission and Vision

- **Vision:** The LWSD Opportunity, Equity, and Inclusion Department (OEI) is committed to the legacy work of racial, gender, and ability equity for all and the intersectionality therein, and the power this work has to disrupt the status quo. We are a community of unified and unrelenting abolitionists working to intentionally achieve educational and social justice to ensure that all students have freedom to choose their paths in the world.
- **Mission:** Together we will engage in intentional, strengths-based legacy work by pushing boundaries through storytelling and abolitionist teaching as we unite to disrupt the systems that threaten the educational freedoms of our community. We will work to harness and include the power and wisdom of historically marginalized and traditionally non-dominate communities. It will take the action of pushing boundaries and decolonizing our policies, processes, curriculum, and mindsets so that we can achieve ultimate freedom from the shackles of a variety of injustices that we, our students, our families, and our communities face daily.

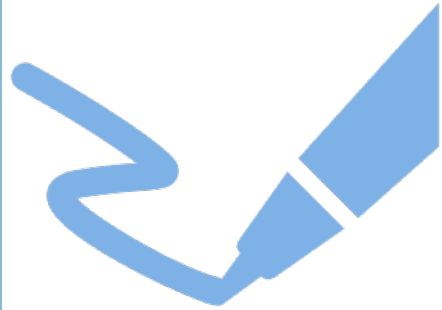
Land Acknowledgement

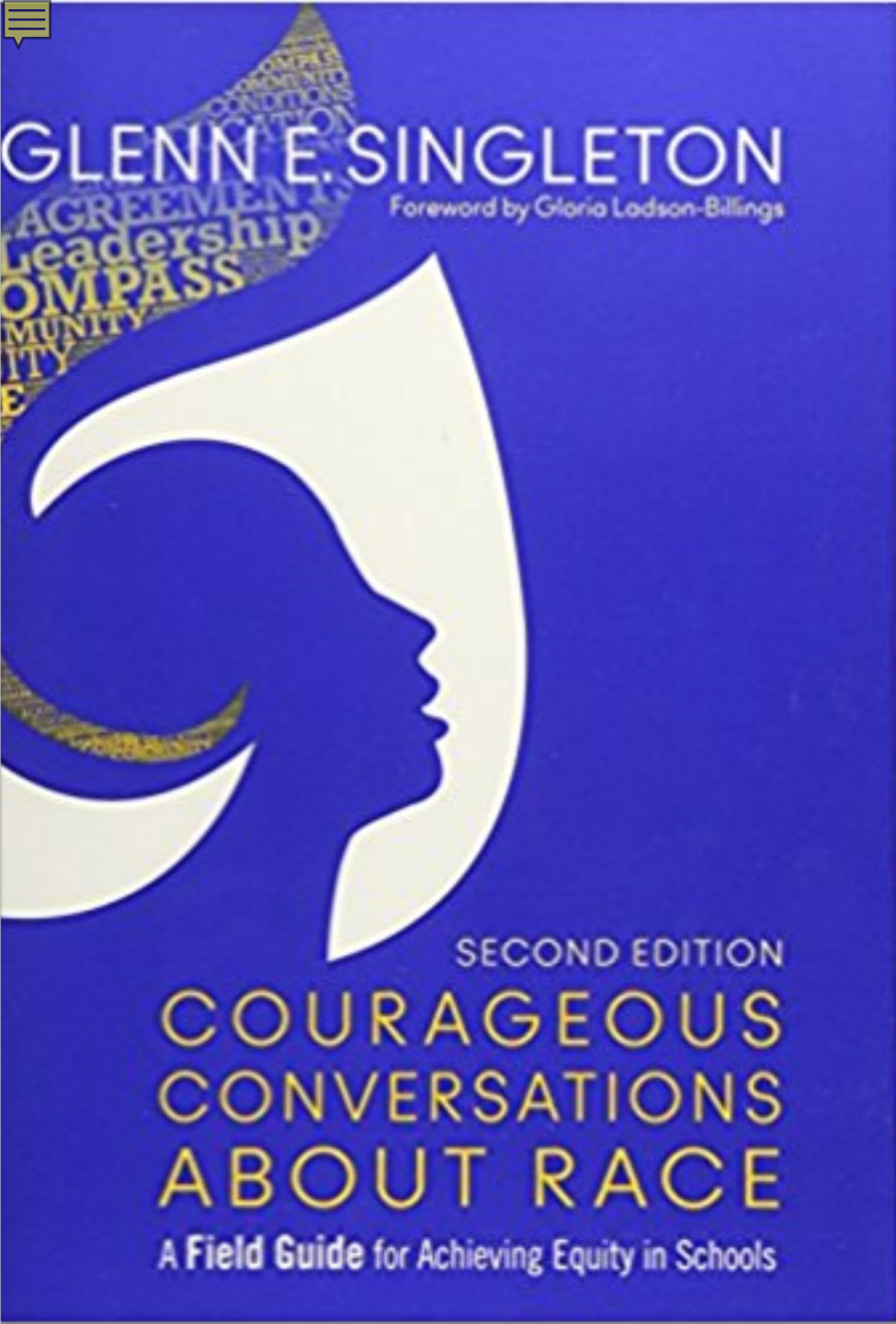
- Recognize and Respect
- Acknowledge sovereignty of local tribes
- Historical context still affects current realities and future outcomes
- Lived in North American since Time Immemorial





Courageous Conversation Compass





Four Agreements

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect/Accept Non-Closure

Courageous Conversation About Race uses the Four Agreements, Six Conditions, and Compass in order to engage, sustain, and deepen in, racial dialogue about race.

Singleton, Glenn E. *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools*. 2nd Edition , Corwin, 2015.



Cycle of Cultural Competency





Theory of Action



Work for it, more
than you hope for it.

(Quoted from Martin)

If we engage in equity **work** **systemically** and **meaningfully**, then our students, staff, and communities will benefit because LWSD staff and administrators will be engaged in a way that will inform how we do our work, **elevating** our common purpose and our practices.

Connection to Strategic Plan

LWSD Vision:

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



Our Mission



Every Student Future Ready:



Prepared for College




Prepared for the Global Workplace




Prepared for Personal Success

ELEVATE

 **STRATEGIC PLAN UPDATE**
Year End Highlights 2019

Superintendent's Message

As 2019 draws to a close, it is an opportunity to reflect on our new journey to Elevate our purpose and practices across the district. The start of any journey begins by mapping out your direction, determining your readiness and assembling your team.



Our direction is our vision for every student to be future ready. As a result, we need to ensure that we are equitable and inclusive in the practices that contribute to the success of all students. By focusing on our priorities of success, well-being, engagement, excellence, innovation and equity, we can elevate everyone and everything.


To ensure our readiness, we are providing training and tools to Elevate our practice. This includes implementing Culturally Responsive Teaching (CRT), Sheltered Instruction Observation Protocol (SIOP), Professional Learning and adding new administrators and new technology that support our goals.

We have added staff and administrators to our team this year to help us accomplish our goals. We have also teamed with our community through our district Equity Advisory Team, Facilities Advisory Committee and our newly developed partnership with Microsoft.

We are proud of our initial efforts and look forward to the next steps in our multi-year journey. Thanks for being part of Elevate.


ACADEMIC SUCCESS

- Provided three hours of training to all classroom teachers in Culturally Responsive Teaching: Sheltered Instruction Observation Protocol strategies.
- Launched Multi-Tiered Systems of Support (MTSS) leadership teams in two elementary schools and one high school.
- Piloted and identified elementary math and literacy screening and progress monitoring tools to be ready for use in all schools during the 2020-21 school year.
- Implemented 1:1 mobile devices for all fifth grade students.
- Launched fully inclusive preschool programming.




WELL-BEING

- Trained 22 schools in Positive Behavior Intervention and Support (PBIS).
- Implemented and provided training for social emotional learning curriculum at middle schools.
- Provided equity training to all school equity teams and all principals and district administrators.
- Implemented the Rapid Responder Easy Alert system to enhance drills and emergency response district wide.
- Implemented a new online athletics registration process that increased participation by 17 percent for fall sports.




COMMUNITY ENGAGEMENT

- The District Equity Department started holding community listening sessions.
- Entered into a formal partnership with Microsoft in fall 2019.
- Launched ThoughtExchange, a new online tool that will inform upcoming decisions such as how to address space needs in our schools.




EXCELLENT STAFF

- Developed strategies to recruit and hire diverse candidates, including the Teacher Education Academy (TEA)ch Program in one of our high schools.
- Implemented the Elevating Excellent Staff recognition program to honor current staff members.
- Provided cultural competency training to all office professionals; offered professional learning opportunities to all staff.
- Successfully transitioned all staff to the statewide School Employee Benefits (SEBB) beginning in January.



EFFECTIVE USE OF RESOURCES

- Convened a Facility Advisory Committee to determine future school/program needs and opportunities.
- Implemented the MyStop App for families to track their child's bus.
- Engaged FioAnalytics to enhance enrollment forecasting and student demographics.



OEI Areas and Program Responsibility

1. Equity Teams

Building Equity Team Support
District Equity Team

2. Equity Professional Development & Learning

(through collaboration across departments and divisions)

3. AVID

4. McKinney-Vento & Foster Care Support

5. Family Engagement

6. Community Outreach

7. Translation & Interpreter Services

8. Equity in Student Voice

9. Natural Leaders and Cultural Liaisons

Nesting Support of the Opportunity, Equity, and Inclusion Department

District-Level Support Team

Donna Baillie, Liaison

- McKinney-Vento Support
- Foster Care Support Services

Danielle Warman, POSA

(1/2 time for Equity Dept.)

- Project Management
- Special Projects
- Logistics & Organization

Lori Spiry
Administrative Assistant

Gloria Henderson
Director

Catherine Cruz

Family Engagement & Community Outreach Coordinator

- Family Engagement
- Community Outreach
- Translation & Interpreter Svc (shared w/Comm Dept)
- Equity in Student Voice
- Professional Learning

Steffani Jesus Muggli

Equity Specialist

- Equity Professional Learning & Coaching
 - a. District Equity Team
 - b. Building Equity Teams
 - c. Cross-Divisional Support
- AVID (shared w/COSA)
- Equity in Student Voice

Regional Support & Cross-District Focused Projects Team

Taylor Cassell

Feeder Pattern: Juanita
Equity & Family Engagement Facilitator

Adanna Abakporo

Feeder Pattern: Eastlake
Equity & Family Engagement Facilitator

Sergio Barrera

Feeder Pattern: Redmond
Equity & Family Engagement Facilitator

Kelly Jacobson

Feeder Pattern: Lake WA
Equity & Family Engagement Facilitator

- Connection to Services & Resources*
- Student Voice & Activism
- Professional Learning Support
- Community Outreach*
- Family Engagement*
- Collaborate w/school staff to support student academic success and well-being*
- Affinity Group Supports
- Coaching Support
- Equity Teams Support*

School Supports Team for Title 1*

Na'eemah Webb

Family Engagement Liaison
Muir Elementary

Beverly Dosono

Family Engagement Liaison
Frost Elementary



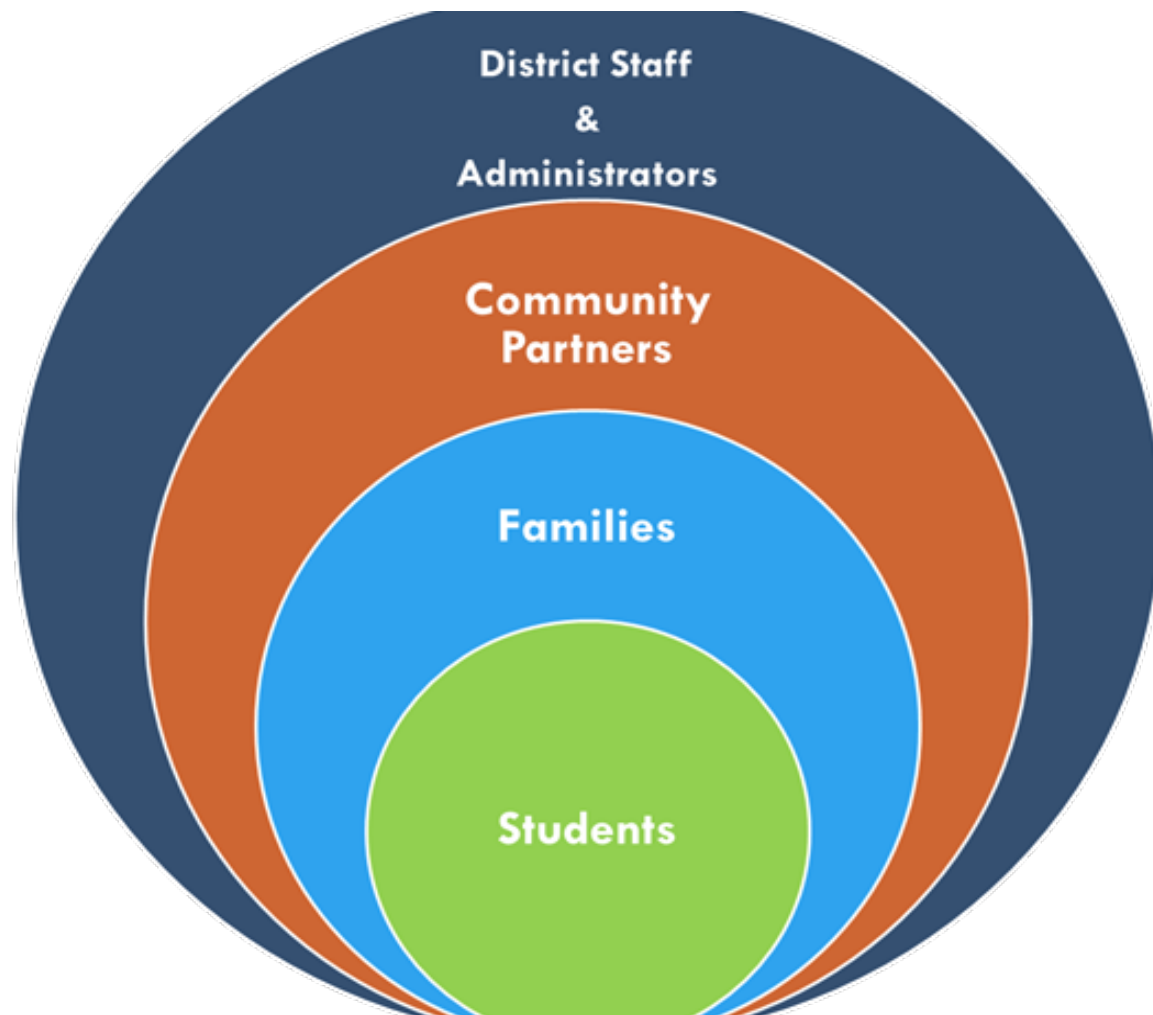
Hello!



Core Beliefs

- Relationships Matter
- All Students Can Learn
- Families/Caregivers are an integral part of a student's education
- Families/Caregivers are a student's most important teacher
- We must strive for cultural competence in all areas of education
- Black Lives Matter

Improving Student Success Includes...





"Take a long, hard look down the road you will have to travel once you have made a commitment to work for change. Know that this transformation will not happen right away. Change often takes time. It rarely happens all at once. In the movement, we didn't know how history would play itself out. When we were getting arrested and waiting in jail or standing in unmovable lines on the courthouse steps, we didn't know what would happen, but we knew it had to happen."

-- Rep. John Lewis, Civil Rights Leader

Overview of Equity Efforts



2017-2018

District Equity Team formed

Building principals and some district administrators take part in foundational race and equity learning

Building principals form their equity teams at the end of the year to begin in the 2018-2019 SY



2018-2019

Equity Director Hired & Dept formed

Build initial capacity of district staff to engage in race/equity work

Identify and lead/co-lead additional areas of PL/PD

Establish family engagement at the district level that promotes equity

Focus on student voice

Collaboration with HR, Intervention, T&L, and Professional Learning Depts

2019-2021



Build capacity of the wider Central Office administrators in race and equity work

10 hours of mandated equity-focused professional learning for certificated staff
Advanced training from Pacific Education Group for all Administrators
Continued focus on Professional Learning

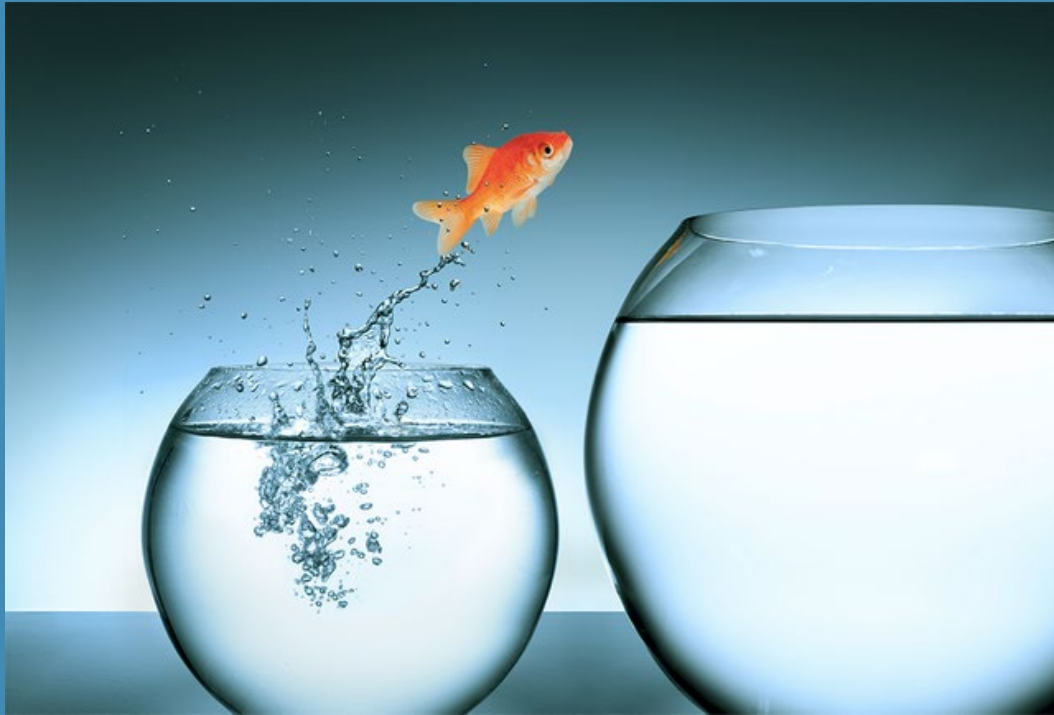
Equity Specialists hired

Enhanced Family Engagement Program formally established w/district coordinator and two liaisons at Frost and Muir Elementary (Title 1 schools)

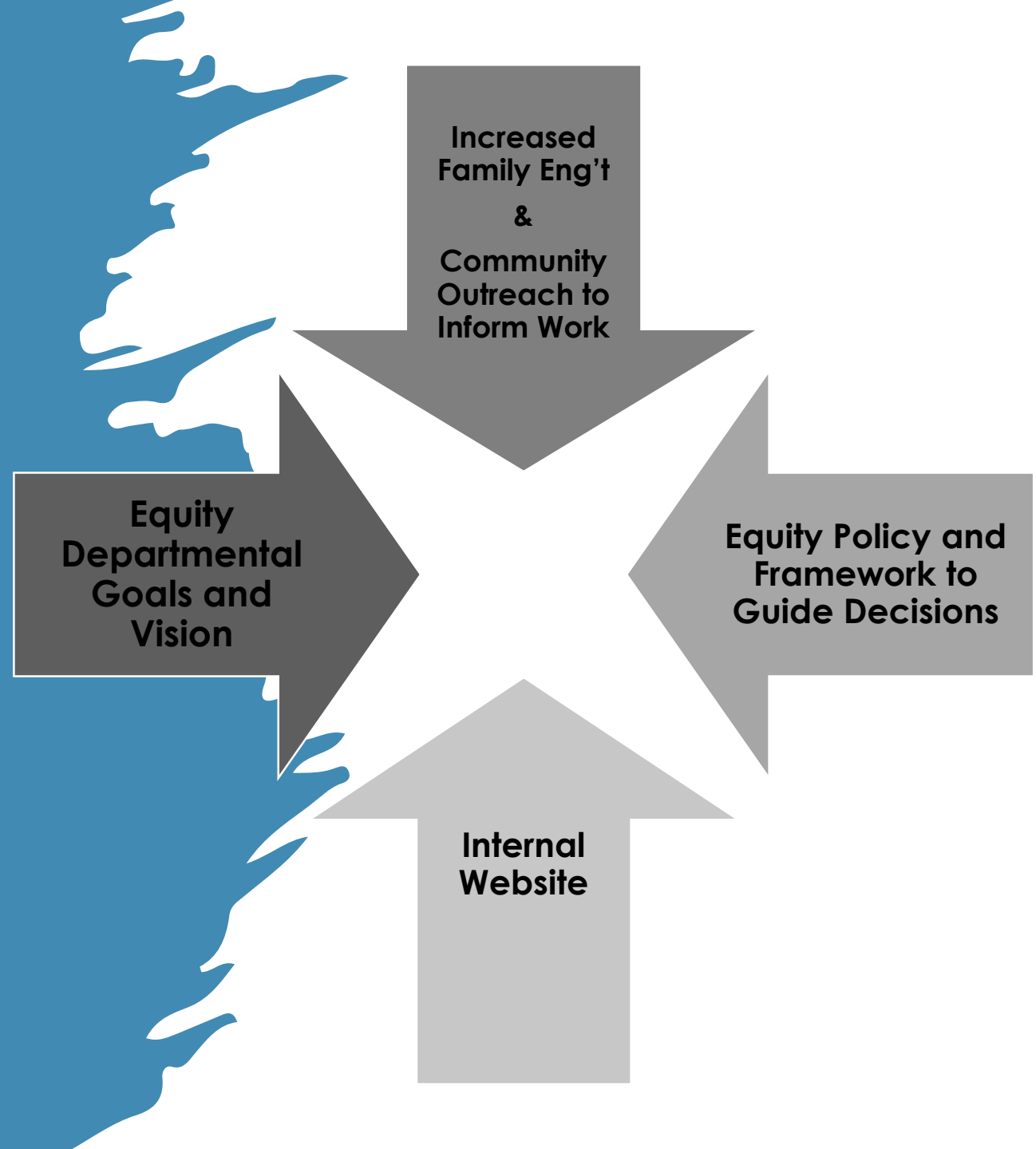
Focus groups with colonially marginalized and systemically underserved families and students

Equity Policy (attempt two) groundwork begins with District Equity Team

The District's Big Equity Work for this Year



[Photo Source](#)



Department Goals Snapshot



2020-21 Learning Opportunities

DISMANTLING RACISM IN THE LWSD

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.

<h4>CABINET AND BOARD TRAINING</h4> <p>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.</p>	<h4>DISTRICT LEADERSHIP TEAM TRAINING</h4> <p>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.</p>
<h4>EQUITY SITE TEAM LEADERS TRAINING</h4> <p>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.</p>	<h4>CERTIFICATED STAFF</h4> <ul style="list-style-type: none"> • 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
<h4>CLASSIFIED PROFESSIONALS</h4> <p>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.</p>	<h4>STRATEGIC COLLABORATION</h4> <p>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.</p>

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.

- OSPI Mandated 7 Hours of Race-Centered Equity Learning in 2020
 - Synchronous and asynchronous learning
- Partnership with equity consultants
- Staff Meetings & LEAP extensions
- Book Studies and Affinity Spaces
- Collaboration and consultation across the district to grow and extend equity work
- Look in the *Professional Learning Sway*, Teams Professional Learning channels
- Inquire about joining your building's equity team
- March Equity Conference



Cultural Competence

“Culturally competent teachers create culturally responsive and inclusive learning environments that move beyond surface level attention to cultural differences and **foster a sense of belonging by embracing and giving power to diverse points of view.**”

Equity as Interwoven

“Equity is, and always has been, at the heart of the Framework. It is the primary Common Theme and describes the ultimate purpose of our work with students. In the classrooms of excellent teachers, the purpose of instruction is not the transmission of basic knowledge or student compliance but deep understanding, important learning, and active intellectual engagement so that each student can succeed in school and beyond.

The assurance of great teaching for every student has proven difficult to achieve in both policy and practice. 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. As a profession, we must be dedicated to the pursuit of great teaching for each and every student.”



Purpose of Equity Work in LWSD

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 in LWSD, 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.