NORTH THURSTON PUBLIC SCHOOLS

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EXECUTIVE LIMITATIONS MONITORING REPORT

EL-11 Race and Equity

FROM: Dr. Antonio Sandifer, Director of Equity and Languages
DATE: July 19, 2022

The Race and Equity Policy focuses on achieving the Board priorities established in the district Ends Policies and, in the Superintendent's aligned Ends Policy Interpretation, with respects to interrupting and eliminating systemic racism in our district.

The superintendent shall not fail to interrupt factors that perpetuate systemic inequities and/or practices that contribute to over and under representation of any student group compared to peers. The superintendent shall confront the institutional bias that results in predictability of student success or lack thereof, including but not limited to race and ethnicity, gender identity and sexual orientation, socioeconomic status, ability, language, and culture.

Policy Criteria 2c: Engage families and community partners in culturally appropriate ways to ensure multiple cultural perspectives are elevated and valued

Superintendent/CEO Interpretation:
The Superintendent shall not fail to engage families and community partners in culturally appropriate ways to ensure multiple cultural perspectives are elevated and valued.

Superintendent/CEO Evidence Report:

- District website offers information on culturally appropriate and multicultural perspective, along with an Equity page with engaging lessons for families.
- District-wide mandated Equity lessons for all staff focusing on Social Justice Standards.
- Host Community Cafe' and other conversations with community stakeholders to gather information to improve services for students.
    - Latinx
    - Native American
    - LGBTQIA
    - Various topics
- Focus equity communications on monthly themes.

- Established and maintain joint board work sessions with Nisqually Tribal Council which supports ongoing tribal and school district project implementation.
- Include articles around equity with discussion questions in district all staff newsletter, the Buzz.
- Multicultural Night at various locations.
- CEE Survey gives families opportunities to share how they feel the district is addressing cultural issues.
- The Family & Youth Resource Center is a place for NTPS families and students in need to find help and other resources
    - McKinney-Vento Liaison
    - Military Support Staff – support military students and families in the district
    - Bilingual Liaison
    - Family Engagement Liaison
    - Provides hygiene supplies, laundry supplies, food, school supplies and clothing
- The community partners who provide services to families at the Family & Youth Resource Center include: Community Action Council, Community Youth Services, DSHS, Family Education Support Services, Family Support Center, Health Care Authority, and Kaiser Medical

Conclusion:

This evidence demonstrates that we are in compliance with this criterion under professional development in this Executive Limitations Policy.