



**TAMALPAIS UNION HIGH
SCHOOL DISTRICT**

THS Anti-Racism Strategic Plan Update

DARE Tool

Districts Advancing Racial Equity



Hyer, M. E., Carver-Thomas, D., Wechsler, M., & Willis, L. (2020). Districts Advancing Racial Equity (DARE) tool. Learning Policy Institute.

DARE Framework for Achieving Racial Equity in TUHSD

Meaningful Partnerships Across Community Members

Racial Justice Task Force D/ELAC, PTSA/ Foundations Marin City Coalition

Systems for gathering, and using, data to drive progress towards equity

Success Network Coord Services LLT

TUHSD Equity Resolution
Non-Negotiable Antiracist
Racial Equity Policy
THS Strategic Plan

A clear, ambitious vision for district wide racial equity

Student Success

Increase the learning outcomes and improve the learning environment for all kids in order to eliminate the gaps in outcomes among student groups

Financial, human, and material resources that are sufficient, appropriate and allocated equitably

LCAP, Site Councils District Equity Team

Tam4Ward Plan LLT Site Plans Dept Task Forces

Access to rich, deep learning; culturally responsive curriculum

SEL Stop & Learns
LLT: Focal Student work: Learning Partnerships

Safe, healthy, and inclusive school environments

Summary of Community Feedback- Oct 2023

TUHSD has received feedback from students, staff, parents, and caregivers that demands that the District take immediate steps to address the pervasive racism that exists within the THS school climate, to restore a sense of community, and repair the harm that has been caused by racism.

Feedback Themes:

- Implement community building events
- Foster a culture of acceptance and belonging
- Professional development training for faculty
- Provide more support for the victims of the racial incident, including holding affinity space discussions and providing counseling services
- Expand the use of restorative justice practices
- Establish clear consequences for hate-motivated behavior
- Convene a task force of students, staff, administration, and community members
- Increase transparency about incidents of racism or bias and how they're addressed

The feedback demands that the school district take a comprehensive and immediate approach to addressing race-related issues.



THS Strategic Plan: Priority #1

Student Engagement

Action Item	Classroom Instruction Provide more instruction that engages students in learning about racism and ways to interrupt it within our school community.
Progress	All TUHSD schools have facilitated lessons focusing on dehumanizing anti-Black speech and racial microaggressions.
Feedback	Student feedback themes: Provide more structured student discussion on the topics. Ensure teachers deliver the lesson as designed. Students have also given suggestions on topics for future lessons based upon issues of racism that they're experiencing at school.



THS Strategic Plan: Priority #1

Student Engagement

Facilitate Optional Student Affinity Groups

-research based

-proven to provide marginalized groups with a safer space to process and receive targeted support so that they can access learning and experience a deeper sense of belonging on campus

From Learning for Justice:

Schools, like other institutions, are spaces in which those outside the dominant culture can feel disregarded, whether the disregard is intentional or not. Trying to negotiate and learn in such spaces makes the process of going to school stressful. Students of color, for example, may be dealing with what education professor Howard Stevenson calls racial stress: anxiety or fear that stems from racial encounters with individuals who are unaware or uncaring about the experiences of people of color. This kind of stress can contribute to feelings of loneliness and being “unseen” at school.

Gathering in safe spaces around shared identity allows students to engage in conversations about how they can subvert the structures that push them to the margins. In turn, these conversations “push the school to be more social-activist-oriented and less assimilationist-oriented,”

Action Item



THS Strategic Plan: Priority #1

Student Engagement

Progress

- Since November 2023, THS has held monthly optional affinity groups for Black Students facilitated by a trainer from E3.
- Optional Student of Color Retreat, open to any student who wishes to attend, on March 29, 2024. The retreat is focused on providing support to BIPOC youth.
- Racial/BIPOC affinity spaces have been offered during each Stop and Learn at THS/AWHS/RHS/San Andreas.

Feedback

Students that have attended have shared that the affinity space has provided them with a safe space to process their experience at Tam High School (and other district schools) and receive support.



THS Strategic Plan: Priority #1

Student Engagement

Action Item

Black Student Union (BSU) Events:
BSU engages the community in efforts to promote cultural diversity and peaceful coexistence of multicultural groups.

Progress

- TAM and RHS have a BSU student group on campus.
- San Andreas is in the process of establishing a BSU that is scheduled to begin March 2024.
- Both groups held events in February to bring awareness to Black History Month.
- At RHS, the BSU partnered with the SLAM class during their lunch events.
- The BSU successfully recruited 35 student across the district to attend the HBCU College Fair.
- The only two seniors in attendance, as well as, one junior received on the spot admissions to Paine College and a total of \$30,000 in scholarships.



THS Strategic Plan: Priority #1

Student Engagement

Feedback

BSU 2nd Annual Cookout

- **BSU student**- "It was amazing to see such a large portion of the student population out there to support. Everyone definitely enjoyed the food and seemed to have a lot of fun."
- **Staff**- "It was amazing, the food hit right, the music was great, and students showed great enthusiasm to be there."

BSU Movie Night

- **Staff**: "It was great to have students come together on a Friday night and have the shared experience of watching a very powerful and educational film."
- **Student** "The Hate U Give was a great movie, and ASB and the BSU did a great job of putting on a really well done event."



THS Strategic Plan: Priority #1

Student Engagement

Action Item	Create a Tam District culture calendar that celebrates the different cultures of our student body.
Progress	Through collaboration with students and staff, a culture calendar has been created and culture celebrations and acknowledgements are occurring at each district school. The month of March is Women's History Month.
Feedback	Students and staff expressed an appreciation for the celebration of Black History Month that occurred during February.

TAMALPAIS UNION HIGH SCHOOL DISTRICT 

CULTURAL HERITAGE SERIES

FEB	BLACK HISTORY	
MAR	WOMEN'S HISTORY	
APR	ARAB AMERICAN HERITAGE	
MAY	ASIAN PACIFIC ISLANDER DESI AMERICAN / JEWISH HERITAGE	
JUN	LGBTQIA+ PRIDE	
JUL	DISABILITY PRIDE	
SEP-OCT	HISPANIC / LATINX HERITAGE	
NOV	NATIVE AMERICAN & INDIGENOUS HERITAGE	



Scan for TUHSD Cultural Heritage Events Calendar

If you would like to help plan cultural heritage events, please fill out this interest form:





THS Strategic Plan: Priority #1

Student Engagement

Action Item	Youth Advisory Task Force
Progress	Since BSU's request at the October Board meeting, participation has increased. Youth Advisory Task Force has grown from a group of 7 to 17. This was in large part to changes in recruitment. Essentially, students were invited to bring a peer who also wanted to devote time to changing systems, collaborating with the efforts of the District, and interested in building their knowledge around race and racism.
Feedback	Student feedback has been highly positive and attendance is consistent. They take great pride in offering feedback on our Stop and Learns, events organized by specific school sites, Students Services, the Sr. Director of DEIB



THS Strategic Plan: Priority #1

Student Engagement

Action Item	<p>Restorative Circles</p> <p>Establish a system of restorative practices at THS and facilitate restorative circles for the students involved in recent racist incidents.</p>
Progress	<p>TUHSD has contracted with E3 to provide professional development for THS administrators around restorative practices and to create a restorative program and systems at THS.</p>
Feedback	<p>E3 is beginning the restorative work which will continue throughout the remainder of this year.</p>



THS Strategic Plan: Priority #2

Parent Engagement

Action Item	THS Parent and Caregiver Meetings Provide parent/caregiver education that supports them to have discussions with their children about bias.
Progress	THS has held 2 parent/caregiver meetings that mirror the themes of the stop and learn lessons that were outlined in the previous slides.
Feedback	Parents/caregivers that have attended has expressed appreciation for the opportunity to learn more about racism and ways to talk with their students at home.



THS Strategic Plan: Priority #2

Parent Engagement

Action Item	<p>Marin City Coalition Task Force</p> <p>The Marin City Coalition task force is comprised of community members, faith leaders, and district representatives. The objective of the task force is....</p>
Progress	<p>The task force has met twice since November and will continue to meet regularly for years to come.</p>
Feedback	<p>The task force has shared feedback that centers around the following themes:</p> <ul style="list-style-type: none">• Desire for true partnership in the designing of initiatives and action steps.• Restoration of past initiatives that have not continued such as THS enrollment outreach at MLK.



THS Strategic Plan: Priority #2-Parent Engagement

Action Item

Racial Justice Task Force:

The Racial Justice Task Force is focusing on aligning the district's LCAP to ensure that the needs of our BIPOC students are being met. The Task Force will empower its members to work within their social circles in the community to move anti-racist work forward. Moreover, the Task Force will engage in book reads and analyze critical texts that will deepen their skills to interrupt racism in our community.

Progress

The Racial Justice Task Force meets monthly.

One subcommittee is focused on increasing community engagement for anti-racist action.

Feedback

- Need to extend our communication to reach more parents to increase participation
- The events that have been held were very well received
- Looking forward to next year and considering ways to have more consistent meeting during the year and across all schools

THS Strategic Plan: Priority #3

Staff Education & Engagement

Action Item	<p>Professional Development for THS Staff</p> <p>The THS staff is engaging in ongoing professional development facilitated by Courageous Conversations About Race. The focus of the professional development is to support THS staff to develop the skills required to discuss issues of race and equity with one another, to be able to effectively facilitate equity focused instruction in classrooms, and to be able to interrupt issues of bias among students when they see it.</p>
Progress	<p>To date, THS has participated in 2 out of the 3 workshops. The final workshop is scheduled for April 2024.</p>
Feedback	<p>Staff members are requesting more opportunities to talk with one another about racism and the climate at THS.</p>



THS Strategic Plan: Priority #3

Staff Education & Engagement

Action Item	Support for Educators of Color at THS Educators of Color have been provided the option to attend an affinity group that focuses on processing racial harm and healing. The affinity group is led by a trained facilitator from E3.
Progress	This affinity group has met four times since November 2024. For the last several years, Educators of Color Retreats have been held for Educators of Color.
Feedback	Educators of Color who attend the affinity space have expressed appreciation for the opportunity to gather and receive support. Feedback from the group is largely focused on the demand for increased accountability and corrective consequences for students and staff that demonstrate racial bias towards other staff and students.



Questions

