



TAMALPAIS UNION HIGH SCHOOL DISTRICT

THS Anti-Racism Strategic Plan

Goal:

To improve the learning conditions, experiences, and learning outcomes for our Black, Latino, and all students of color by addressing racism, specifically anti-Black racism, in the classroom and on the campus.

Process:

TUHSD has received feedback from students, staff, parents, and caregivers that demands that the following needs be addressed to restore a sense of community and repair the harm that has been caused by racism.

The feedback centers around the following themes:

Community Building Events: There is a desire for more community-building events that bring together people from different backgrounds, generations, and perspectives. Some specific suggestions include hosting an event with Ta-Nehisi Coates and creating events focusing on tolerance and cultural appreciation.

Culture: The feedback requests that the school district needs to do more to foster a culture of acceptance and belonging. This includes addressing the stigmatization and devaluation of the Marin City community, building a culture where people from different backgrounds feel welcome, and providing students and parents with opportunities to learn about black history and contributions to US history.

Education/Training: The feedback calls for more professional development training for faculty and coaches on how to create inclusive and culturally accepting classroom and team environments, as well as how to identify and address microaggressions and race-related issues. The feedback also states that the school district needs to provide additional curriculum for white students to understand the consequences of racial slurs and to teach black and white students about the true history and contributions of Black Americans.

Help for Victims: The feedback calls for the school district to provide more support for the victims of the racial incident, including holding affinity space discussions and providing counseling services. The feedback also suggests that the school district needs to be more careful about communicating with the Black student community, as some students felt that the meetings with school administrators caused additional harm.

Restorative Justice: There is a call for the school district to expand the use of restorative justice practices, such as restorative circles, to address race-related incidents. The feedback also suggests that the school district needs to provide staff with professional support to help them implement restorative justice circles effectively.

Student Consequences: The feedback implores the school district to establish clear consequences for hate-motivated behavior, including issuing formal apologies and revising the parent-student handbook to define these consequences clearly. The feedback also calls for the school district to create a zero-tolerance policy for hate speech.



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Support for Victims: The feedback reiterates the need for the school district to provide ongoing support for the victims of the racial incident, including counseling services.

Taskforce: The feedback suggests that the school district convened a task force of students, staff, administration, and community members to review the incident and develop strategies to strengthen the school community.

Transparency/Reporting: The feedback calls for more transparency from the school district, including centralizing documentation and reporting of all hate-motivated incidents and communicating more openly with staff and the community when racial incidents occur.

Overall, the feedback demands that the school district take a comprehensive and immediate approach to addressing race-related issues. This includes fostering a culture of acceptance and belonging, providing education and training for staff and students, supporting victims of racial incidents, and holding students accountable for hate-motivated behavior.

The following Strategic Plan aims to address the feedback that has been provided.

Bookmarks:

[Student Education & Engagement](#)

[Parent Education & Engagement](#)

[Staff Education & Engagement](#)



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Priority #1: Student Education & Engagement Lead Administrator: Cathy Flores

<u>Key Action Steps</u>	<u>Partnerships/ Facilitators</u>	<u>Logistics</u>
<p>Educate the student body about racism and anti-Blackness.</p> <p>Classroom Instruction:</p> <p>THS teachers will facilitate three in-class lessons focusing on educating students about anti-Blackness, hate speech, other forms of discrimination, and ways to interrupt discrimination when you see or hear it. THS staff will be provided with training before each classroom lesson. Each lesson will be facilitated in sequence with the parent engagement meetings to empower parents and caregivers to discuss the lesson at home with their child(ren).</p>	<p>TUHSD Educational Service Team</p>	<p>Lesson 1: Oct. 26, 2023 -Students will learn about anti-Black racism and the history of the N-word. All students will be made aware of the TUHSD policy around the N-word and other dehumanizing speech.</p> <p>Lesson 2: January 2024 -Students will learn about other forms of hate speech including anti-semitic speech and the intersectionality of identities.</p> <p>Lesson 3: May 21, 2024 -Prof. Ibram X. Kendi will discuss anti-racism and strategies students and staff can take to show up as anti-racist in their thoughts and actions.</p> <p>February 2024 Black Excellence Month -Students will learn about the contributions of Black people with a specific focus on the history and contributions of the Black community in Marin City.</p>



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<p>Provide care and support for students who are impacted by racial harm on campus.</p> <p>Affinity Groups:</p> <p>Black students will be provided with an optional affinity space to process their experiences, engage in healing, and reclaim agency. Affinity space workshops will be facilitated by Antwan Banks of E3.</p>	<p>E3: Education, Excellence, and Equity</p>	<p>Nine (9) facilitated student meetings with Antwan Banks will be offered to students between December 2023 and June 2024.</p>
<p>Black girls will be provided with an optional affinity space to process their experiences, engage in healing, and reclaim agency.</p>	<p>Wise Choices for Girls</p>	<p>Weekly student meetings will be facilitated for Black girls with coaches between December 2023 and June 2024.</p>
<p>Black boys will be provided with an optional affinity space to process their experiences, engage in healing, and reclaim agency.</p>	<p>Play Marin</p>	<p>Monthly Young Men's group meetings will be offered between December 2023 and June 2024.</p>
<p>Provide Black students with opportunities to engage in identity-affirming experiences that uplift joy.</p> <p>BSU Student Events:</p> <p>The Black Student Union will have enriching events throughout the school year such as attending the Black College Expo, a full-day student retreat, and a Black Excellence Night to honor Black History Month. Additionally, the BSU will have monthly leadership meetings with the Principal and administrative team in order to have a voice in decision-making at the leadership level.</p>	<p>E3: Education, Excellence, and Equity</p>	<p>Black Expo College Event: Feb 2024</p> <p>Student of Color Retreat: March 2024</p> <p>Black Excellence Night: February 2024</p>



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<p>Engage the entire student body in events that expose them to the culture and identities of Students of Color.</p> <p>THS Culture Events:</p> <p>THS will create a culture calendar that schedules celebrations that honor the different cultures represented throughout the student body.</p>	<p>E3:Education, Excellence, and Equity</p>	<p>The THS Dean of Student Success will build a culture calendar that acknowledges:</p> <ul style="list-style-type: none"> -Black History Month (Feb) -Cesar Chavez Day (April 1st, observed) -Islamic cultural Celebration (mid-March through April) -Arab-American Heritage Month (April) -Asian-American Pacific Islander Heritage Month (May) -Jewish American Heritage Month (May) -LGBTQIA+ Pride (June) -Hispanic Heritage Month (Sept. 15-Oct. 15) -Indigenous People’s Day (Oct.) -Diwali (Nov. 1st) -Native American Heritage Month (Nov.)
<p>Include Black Students in the decision-making process and leadership of the school.</p> <p>THS students will be invited to join the Youth Advisory Task Force.</p>	<p>TUHSD Educational Service Team</p>	<p>Youth Advisory Task Force meetings occur monthly.</p>
<p>Build and create restorative justice processes at Tam High.</p> <p>Restorative Circles:</p> <p>A true restorative circle requires preparation sessions with both parties in advance in order to engage in meaningful restoration of the harm. Planned and professionally facilitated restorative circles will occur throughout the second semester.</p>	<p>E3: Education, Excellence, and Equity</p>	<p>January 2024 - May 2024</p>



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<p>Establish disciplinary consequences for students who commit hate-motivated harm.</p> <p>With the addition of the TUHSD policy addressing the N-word and other dehumanizing language, all school administrators were trained that students who are found to be involved in hate-motivated behavior will be suspended, provided learning modules, and supported to engage in restoring the harm.</p>		<p>Start of 2024-2025 school year:</p> <p>Clarifying language will be added to the TUHSD parent-student handbook that includes expectations around the N-word and other dehumanizing speech and disciplinary consequences for hate-motivated behavior.</p>
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Priority 2: Parent and Caregiver Engagement
Lead Administrator: Tara Taupier

<u>Key Action Steps</u>	<u>Partnerships/ Facilitators</u>	<u>Logistics</u>
<p><u>THS Parent and Caregiver Meetings:</u></p> <p>The THS parent and caregiver community will be provided with education that focuses on deepening their collective cultural competencies and anti-racist practices to support THS students in their cultural competency on campus.</p>	<p>Critical Friends/ Tenisha Tate-Austin</p>	<p>Meeting #1- November 13, 2023 -Parents and caregivers will engage in a listening session to discuss the impact of racial harm at THS and share feedback.</p> <p>Meeting #2- February 8, 2024 -Parents and caregivers will learn about other forms of hate speech including anti-semitic speech and the intersectionality of identities.</p> <p>Meeting #3- March 2024 -Parents and caregivers will discuss and explore ways to show up as an anti-racist looks like in action and explore strategies to talk with their child about racism.</p>



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<p>Establish a coalition task force to address racial harm and the student experience at Tam High School.</p> <p>Marin City Coalition Task Force:</p> <p>TUHSD will collaborate with the Marin City Coalition Task Force to listen to concerns and address the community's needs. Critical Friends (Tenisha Tate-Austin) will support the facilitation of these meetings.</p>	<p>Critical Friends/ Tenisha Tate-Austin</p>	<p>Monthly meetings between TUHSD staff and the Marin City Coalition will be held to work in partnership to address the needs of the community.</p>
<p>Racial Justice Task Force:</p> <p>The TUHSD Racial Justice Task Force is composed of TUHSD administrators, staff, students, parents, and community members with an expressed goal of working to disrupt systems of inequity within TUHSD. The task force has worked collaboratively to create the TUHSD Racial Equity Board Policy, create an equity screener for courses of study and curriculum, and source and identify professional development needs.</p>	<p>TUHSD Superintendent</p>	<p>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.</p> <p>Engagement for Anti-Racist Action Proposal for RJTE</p>



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Priority #3: Staff Education & Engagement

Lead Administrator: Kelly Lara

<u>Key Action Steps</u>	<u>Partnerships/ Facilitators</u>	<u>Logistics</u>
<p>Provide professional development for THS Staff that addresses racial harm and microaggressions in the classroom and between staff members.</p> <p>THS Staff will be provided with Professional Development that addresses implicit bias and deepens educators' cultural competency practices in both instruction and in working with students and families. The THS staff will be trained and empowered to address all forms of hate speech, including anti-Black speech, and microaggressions in the classroom. The THS staff will be trained on the TUHSD curriculum rubric to screen their materials and course for cultural relevance</p>	<p>Courageous Conversations about Race</p> <p>TUHSD Educational Service Team</p>	<p>Courageous Conversations about Race (Pacific Education Group) workshops:</p> <ul style="list-style-type: none"> ● January 8, 2024 ● February 7, 2024 ● April 15, 2024
<p>Provide support for Educators of Color at THS.</p> <p>The Tam District acknowledges that our district is predominantly a space of White Antiracist affinity. As such, Educators of Color at THS will be provided with the opportunity to participate in optional affinity spaces to engage in processing, healing, and a reclaiming of agency. Learn more about what an affinity space is here.</p>	<p>E3: Education, Excellence, and Equity</p>	<p>Educators of Color full-day retreats</p> <ul style="list-style-type: none"> ● Retreat #1: Nov. 2, 2023 ● Retreat #2: May 29, 2024 <p>Affinity Space #1: Oct 16, 2023 -Processing Space</p> <p>Affinity Space #3: Nov. 2, 2023 -Processing Space</p> <p>Affinity Space #4: April 15, 2024 -Healing Space</p>