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: August 13, 2024

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 respect 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 2b: Seek out and incorporate student voice in order to develop and maintain a safe and inclusive environment for each and every student.

Superintendent/CEO Interpretation:
The Superintendent shall not fail to provide opportunities for student voice to be heard to maintain a safe and inclusive environment for all students.

Superintendent/CEO Evidence Report:

- The Superintendent's Student Advisory Council includes student representatives from all 24 schools in the District. The Council meets quarterly to discuss a variety of topics, including school culture and climate (compassion), community service, and leadership.
- Student representatives from all of our high schools serve on the school board for a semester.
- The District hosts multiple community conversations where students' voices are heard for example, attendance and reading instruction.
- Each school has a Principal student advisory board.
- The District hosts several community cafés each year where students and families' voices are heard.
- At most of our schools there are several student social/ethnic clubs where students are empowered to share their voices.

- The annual student CEE Survey gives students the opportunity to share how they feel the District is addressing various issues.
- Each school has a PTSA where students are able to participate.
- Student-led conferences give students an opportunity to share their goals and academic progress.
- High School and Beyond Plans facilitate student goal setting for their future.

Conclusion:
This evidence demonstrates that we are in compliance with this criterion under student voice in this Executive Limitations Policy.