

PURPOSE STATEMENT

Issue: The Five Principles of Equity are Awareness, Attitude, Analysis, Action, and Accountability. To successfully adhere to the Non-Discrimination and Equity Policy 3111 all district employees should have at least foundational knowledge and practicality to lead and educate in these five areas as it relates to Equity. For Academic Equity purposes leaders and educators must be knowledgeable of equitable practices, have the appropriate attitude toward all students' ability to be successful, and analyze their effectiveness for all students. Accountability falls on all employees of Tacoma Public Schools as we strive for more equitable outcomes for student achievement.

Vision: All Tacoma School district employees will have the capacity to lean into discussions about equity issues impacting our students with the expectation of promoting an equitable system leading to high academic achievement for ALL students. Tacoma Public school district employees will understand that equity is not equality and requires differentiation to support the needs of our unique learners to access the curriculum in successful ways and enhance the learning experience of all students. High expectations for student achievement are maintained by all educators and leaders of Tacoma Public Schools and is evident in our interactions with students, families, colleagues, and community.

Approach: To provide high quality opportunities for employees to improve practice and build/foster healthy relationships among staff members and students from diverse learning populations and to increase overall academic achievement for ALL students by decreasing the opportunity gap, influencing systems to be more equitable (Equity Lens Tool), providing ongoing resources to stimulate actionable equity work, and building strength within district leadership where necessary to support the ongoing implementation of equitable practices for the sake of students. To work in partnership with other departments to maximize learning opportunities for students.

STAKEHOLDERS

- Tacoma Public School Employees
- Tacoma Public School Students Pre-K-12
- Community engagement partners and supporters

HOW WILL YOU MEASURE YOUR OUTCOMES?

1. We will increase the number of educators and leaders using equitable practices and research-based high yield strategies by the end of 2030 as measured by surveys and walkthroughs.
2. We will increase the number of employees engaging in equity training from 750 to 1000 or more by the end of 2030 as measured by Professional Development tracking system.

Academic Equity



ACADEMIC EXCELLENCE

WHAT SPECIFIC BOARD ADOPTED BENCHMARKS WILL BE INFLUENCED?

1. All students will perform at, or above grade level and we will eliminate disparities among all groups.
2. The number of students failing one or more courses.
3. Percentage of students scoring at each level of literacy competencies.

SCOPE OF WORK

INPUTS	OUTPUTS	OUTCOMES
<ul style="list-style-type: none"> • Stipend pay for TPS staff willing to assist with equity professional development • Sponsorship for some events to support academic goals 	<ul style="list-style-type: none"> • Coaching meetings and goal-setting, and collaborative workshops • Supplementing funds for fees educational field trips, presentations, and other events where funding is not available through PTA or building budgets 	<ul style="list-style-type: none"> • Increased awareness of best practices to elevate student learning • Students have access to enrichment opportunities
<ul style="list-style-type: none"> • Professional library 	<ul style="list-style-type: none"> • Purchase books that are related to educational equity for educators to check out for book studies or for their own professional growth 	<ul style="list-style-type: none"> • Professional growth and increased understanding

BUDGET DETAIL

Total FTE	Salaries & Benefits	Supplies	Contractual Services	Travel	Capital Outlay	Total