NORTH THURSTON PUBLIC SCHOOLS

ADMINISTRATIVE CENTER ◆ 305 COLLEGE STREET NE, LACEY, WASHINGTON 98516-5390
TELEPHONE: (360) 412-4400◆FAX: (360) 412-4410

EXECUTIVE LIMITATIONS MONITORING REPORT

EL-11 RACE AND EQUITY

FROM: Antonio Sandifer, Director of Equity and Languages
DATE: July 15, 2025

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.

Accordingly, the Superintendent shall not fail to:

Policy Criteria a: Recruit, employ, support, and retain a workforce reflective of our diverse student population and continuously develop a workforce of culturally responsive staff.

Superintendent/CEO Interpretation:
The Superintendent will ensure that the district is recruiting, employing, supporting and retaining a workforce reflective of our diverse student population.

Superintendent/CEO Evidence Report:

- Partnered with ESD113 to receive the LEADERS Grant which focuses on developing a network of resources and hiring strategies to enhance, recruit and maintain BIPOC employees.
- Developed a partnership with St. Martin's University to enroll paraeducators to earn their teaching certification while continuing to earn their salaries.
- Hosted an Educators of Color Gathering to support educators of color and gain insight into retention.
- Partnered with The Evergreen State College to allow student teachers to monitor and student teach in our Multilingual Learner classrooms.
- Attended the WSPA Educator Career Fair.
- Developing a Grow-your-own program to encourage and support para-educators to pursue teaching certification.

The Superintendent shall not fail to:

Policy Criteria e: Provide budget capacity to support the implementation of research-based best practices to eliminate inequities.

Superintendent/CEO Interpretation:
The Superintendent will ensure that there is budgetary capacity to support the implementation of research-based best practices to eliminate inequities.

Superintendent/CEO Evidence Report:

- Implementing a Multi-tiered System of Supports (MTSS) to ensure all learners are given the instruction and intervention they need to thrive academically, behaviorally, and social-emotionally.
- Implementing a new K-5 reading curriculum, Core Knowledge Language Arts & Literacy Curriculum (CKLA). and Enhanced Core Reading Instruction (ECRI) to provide high quality instruction and intervention in literacy skills utilizing the science of reading.
- Implementing inclusionary practices to ensure students with disabilities are included in the general education environment to the maximum extent.
- Implementing secondary grading practices to ensure consistent grading across grade levels, courses, and school to increase equity in instructional and assessment practices.
- Implementing restorative practices to ensure that school climates are based on respect, responsibility, and repair of harm.
- Participated in the state-funded Reducing Restraint and Eliminating Isolation project to ensure students experience a lower rate of restraint and isolation practices.
- Supporting the Native Student Program, Since Time Immemorial curriculum, and our partnership with the Nisqually Tribe.
- Conducted an Equity Audit for several of our schools and at the district office.
- Conducted a review of our Multilingual Learners, Special Education, and Title I Programs which was completed by Education Northwest.
- Supporting the Multicultural Action Committee which helps our schools plan and host multicultural celebrations and activities.
- Continuing to hold community cafes to explore different groups' perspectives in our community, inkling the Asian American and Pacific Islander community café in spring 2025.
- Continuing the One School, One Book program to explore social justice standards and help build inclusive school communities.
- Continuing to grow our Dual Language Program and supporting World Language instruction, as well as increasing student participation in the Seal of Biliteracy.

Conclusion:
The evidence stated above demonstrates that we are in compliance with these criteria in this Executive Limitations Policy.