

Monitoring Response Document

Policy Monitored: EL-10, Race and Equity

Date Report Submitted: 10/10/2024

Date of Board's Monitoring Response: 11/14/2024

The Board has received and reviewed the Superintendent's Monitoring Report referenced above. Following the Board's review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

<u>Ends Reports:</u>	<u>Executive Limitations Reports</u>
- The Board finds that the Superintendent: - has achieved the goals established in the policy or is making reasonable progress towards achieving the goals. - is making reasonable progress towards achieving the goals, but a greater degree of progress is expected for policy items noted.* - is not making reasonable progress in achieving the goals established. * - cannot be determined*	- The Board finds that the Superintendent: is in compliance, with the acknowledgement that there is always more work to be done. - is making reasonable progress towards compliance, except for item(s) noted.* - is not making reasonable progress toward compliance.* - cannot be determined*
<i>*see comments below (No. 3)</i>	

- Please note commendable progress over the last year.

There is evidence of continued expansion through staffing, staff training and program additions (e.g., see comments on Tipline below) of the requirements of EL-10. It should be noted that the board observed additional evidence of this on a recent visit to Happy Valley, where staff are actively piloting new ways to accomplish the goals of EL-10. The report shows active attention and efforts toward workforce diversity with continuous modest gains. There is evidence of including student voice, both within our district and, importantly, the broader community. There is ample evidence of expanded efforts to incorporate families and the community in efforts to support multicultural perspectives. It is particularly commendable how the superintendent has invoked and supported a *culture* among his team, which clearly spreads from there, to be aware and assertive in weaving the goals of cultural diversity and broader inclusion into all programs and efforts across the district.

The Board particularly noted the Since Time Immemorial curriculum, the multi-tiered systems of support program, EDI-related trainings at a variety of levels and areas across the organization, an increase in student identity-based groups, partnering with the Common Goodness Project to better serve LGBTQ+ youth, success of the Block Party, tailored efforts to connect with Spanish-speaking families and work to retool the HCL program.

The new training underway, the improved policy awareness and enforcement, new curriculum, and responses to the safety tipline, as well as other communication, **is commendable** and provides compelling evidence of the superintendent's and the district's commitment to protect the

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rights of every student, confront hateful speech or actions, and vigorously pursue positive change in our community.

3. Please note areas for additional improvement.

Not an area for improvement, but it will be curious to see how national political trends challenge the work of EL-10 going forward. The broad impacts of history/cultural norms on our students mean this is an area that will always require attention and improvement, but the efforts outlined in this report demonstrate the organization's commitment to effecting lasting change at all levels. There is much work to be done in our community and society at large that will require ongoing and disciplined commitment. We have observed such ongoing commitment in the activity of the past year and are hopeful for continued progress.

4. Comments on the report itself.

Comprehensive. Clear distinction of new efforts. Very well-written and easy to understand. Excellent summary of activity pertinent to the board evaluation.

5. Possible changes to the policy.

None.