NORTH THURSTON PUBLIC SCHOOLS

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EXECUTIVE LIMITATIONS MONITORING REPORT

EL-11 Race and Equity

FROM: Dr. Antonio Sandifer
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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 Criterion 2g: Provide professional development, training and engagement opportunities to inform and practice cultural competence and increase awareness of implicit bias and inequities in leading, teaching, counseling, advising and coaching practices.

Superintendent/CEO Interpretation:
The Superintendent shall not fail to provide professional development, training and engagement opportunities to increase awareness and cultural competence in the area of implicit bias and inequities.

Superintendent/CEO Evidence Report:

- Annual Mandatory Safe School Training
- District-wide mandated Equity Mini lessons and implementation monitoring for schools and district programs
- 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.
- Professional development on racial and cultural competency offered at all of our district training days and for individual district departments
- Results from our Equity Audit with Embracing Equity determined which professional development opportunities should be offered in the district.

- Implementing restorative practices to ensure that school climates are based on respect, responsibility, and repair of harm.
- Equity Book studies
    - How to be an Antiracist
    - So You Want to Talk about Race?
    - Just Schools: Building Equitable Collaboration with Families and Communities
- Principal Equity sessions focused on Equity conversations.
- Professional development in supporting the Native Student Program, Since Time Immemorial curriculum, and our partnership with the Nisqually Tribe.
- Continuing the One School, One Book program to explore social justice standards and help build inclusive school communities.
- Contracted with Xicanx Institute for Teaching & Organizing to training teachers and paraeducators on how to effectively teach Ethnic Studies in their classrooms.
- Professional development on the Native perspective with Jerad Koepp.
- Ethnic Studies Professional Learning Community.

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