

	RACE AND EQUITY	Board Policy No. 0535
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The Tukwila School District acknowledges that complex societal and historical factors contribute to inequities within our school district. This policy confronts the institutional bias that results in predictability of student performance based on race, background and/or circumstances. We resolve to address opportunity gaps at every level of our organization through policy, procedure, and practice in order to eliminate persistent achievement gaps.

Our data suggests that among these disparate outcomes, race continues to be the most persistent predictor of student performance. Consequently, we will prioritize our efforts and resources on strategies that eliminate institutional racism.

The core purpose of the Tukwila School District (TSD) is to nurture the potential in each student so that she or he is well equipped for a world of infinite possibilities. We are committed to creating and sustaining great schools where every student—without exception—learns at high levels. In light of this purpose, TSD prioritizes closing achievement and opportunity gaps, while raising the achievement for all students. Educational equity benefits all students and our entire community.

The diversity of our student body, our staff and our community is a strength of this district and should be fostered. TSD believes the responsibility for student success is broadly shared by District staff, families, our community and our students' own efforts. Each TSD student deserves respectful learning environments in which diversity is valued and contributes to successful academic outcomes.

In order to address opportunity and achievement gaps, the Tukwila School District will develop equity tools and procedures as strategies to eliminate systemic disparities and ensure systemic equity for students, staff, and families. TSD commits to:

I. Eliminate Systemic Disparities

To interrupt systems that perpetuate inequities, TSD will:

- A. Invite and include people from all backgrounds, inclusive of our families and community partners, to examine issues and develop solutions that address root causes and systems rather than one-time situational fixes;

- B. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of bias, prejudice and racism; and,
- C. Eliminate practices that result in predictably lower academic achievement for any student group compared to peers.

II. Ensure Systemic Equity

TSD will lead from a system-wide equity plan that is anchored in three critical areas:

Family, Student and Community Engagement; Leadership; and Teaching and Learning.

A. Family, Student and Community Engagement

TSD employees will be expected to cultivate and implement equitable practices for and with our students, their families and other community members including:

1. Intentionally seeking and including students' multiple perspectives, particularly racial perspectives, in the development and implementation of culturally responsive teaching and learning practices and curriculum;
2. Engaging family and community members with staff and students, district-wide and at school and program sites, in the development and implementation of culturally appropriate and effective partnerships between home and school;
3. Inviting and including community members to bring multiple cultural perspectives to examining and solving issues that arise; and,
4. Ensuring each TSD site is welcoming and inclusive to all members.

B. Leadership

TSD leaders will ensure that equity guides employee actions and leads to improved academic results by:

1. Ensuring student voice is viewed as critical and incorporated routinely in decision-making;
2. Recruiting, employing, supporting, retaining and continuously developing a workforce of culturally conscious and responsive administrative, instructional and support personnel who will bring their unique talents and skills into our school system;
3. Modeling equity in professional practices including but not limited to decision-making and resource allocation;
4. Replacing inequitable operational practices with systems that support implementation of this policy; and,

5. Focusing accountability systems and metrics on equitable results with a priority on racial equity.

C. Teaching and Learning

TSD employees will work together to increase their individual and collective capacity to effectively teach a diverse and changing student population by:

1. Ensuring a positive and academically rigorous school environment that engages all students and includes multiple pathways for success;
2. Collaborating as teachers and administrators to create and implement culturally responsive instructional practices, curriculum and assessments; and,
3. Eliminating practices that lead to the over- or underrepresentation of any student group compared to peers.

IMPLEMENTATION AND MONITORING

The Superintendent will develop and implement a system-wide racial equity plan with clear accountability and metrics, which will result in measureable academic improvements for TSD students. The Superintendent shall regularly report progress on the plan and outcomes to the TSD Board of Directors and community. The annual goals that support the strategic plan will directly align with this policy.

Tukwila School District No. 406

Adopted: 06.01

Revised: 06.16

Classification: Priority