



Equity Advisory Group

Commitment and Policy Update

OCTOBER 24, 2019

Commitment A: Curriculum and Instruction (*Policy 2020)

Adopt curriculum, and teaching and learning strategies, that leverage, reflect, and affirm the unique experiences and social, racial, cultural, linguistic, and familial backgrounds of our Bellevue School District community.

In progress. Revised [Procedure 2020P](#) codifies a “racially and culturally responsive” approach to curriculum adoption and resource use.

Commitment B: Equitable Access to Resources (See Policy References)

Ensure that all students have equitable access to and provision of resources based on their unique needs, including but not limited to, English language learning, advanced learning, free and reduced-price lunches, special education, and homelessness supports.

In progress. Work is being done in several areas and included in our [Annual Plan](#) (See Outcomes by 2023 in the Executive Summary)

Commitment B: Equitable Access to Resources

- ▶ 3120 (Enrollment)
- * 2161 (Special Education)
- * 2190 (Advanced Learning)
- ▶ 3520 (Fees, Fines and Charges)
- * 2110 (English Language Learners)
- ▶ 3115 (Students Experiencing Homelessness)

Commitment C: Equitable Access to Programs and Services (See Policy Reference List)

Ensure that all students have equitable access to all District programs including but not limited to all District choice schools, college and career readiness and counseling, sports and activities, and Advanced Placement and International Baccalaureate coursework.

Need to define equitable access. We have data that can be shared about the programs and current enrollment and are reviewing our enrollment lotteries at Choice Schools

Commitment C: Equitable Access to Programs and Services

- ▶ 3120 (Enrollment)
- * 2190 (Advanced Learning)
- ▶ 2140 (Counselling)
- ▶ 2151/2150 (Athletics and Activities)

Commitment D: MTSS (Policy 2163)

Provide concerted universal instructional efforts and extensive and varied intervention opportunities to support all students, including those who face barriers and inequities, to meet key milestones for student growth and achievement, and their own personal growth and learning goals.

Part of [Annual Plan](#). Our MTSS work is highlighted in the Annual Plan. (See Key Strategies in Goals 1 and 2)

Commitment E: Disciplinary Action (*Policy 3241)

Ensure disciplinary actions are undertaken without bias and/or disproportionality.

Need to define work with disciplinary actions. We have data that can be shared. Staff engaged in bias training during October 11 PD focusing on classroom management. First Reading of 3241 in December

Commitment F: Staff Training

Work with the employee groups and staff to ensure that, at least once every three years, and within the first year for all newly hired staff, every staff member participates in professional development that addresses implicit bias, anti-discrimination, cultural responsiveness, and inclusion. For those staff who work directly with the instruction of students and for those who support such staff, the professional development will include training on culturally responsive instruction and inclusive practices. The Superintendent will ensure professional development in these instructional practices is ongoing and will provide job-embedded opportunities for collaborative learning and application of these practices with respect to other instructional priorities.

Training being developed for Educators on October 11. Seeking other training options for additional training for different employee groups like transportation and technology.

Commitment G: Recruitment, Hiring and Retaining Staff

Implement hiring processes that proactively support the District's commitment to hiring, recruitment, and retention of highly qualified staff of color and that promote and honor other aspects of a diverse workforce.

Hiring Plan being implemented. One of five [Annual Plan](#) (See Goal 4)

Commitment H: Critical Criteria

Apply a consistent collection of Critical Criteria, approved by the Board and specified in an accompanying procedure, to the creation and review of all District procedures, the selection of curriculum materials, and the construction of District-wide and program-specific plans and budgets

Critical Criteria. Developing a protocol for using CC now.

Commitment I: Investigations (See Policy Reference List)

- ▶ Develop reporting, investigation, communication and accountability processes, particularly related to actions of racism and occurrences of racial tension or other discriminatory actions. Ensure these processes
 - ▶ 1. Identify expected behaviors and behaviors we cannot accept.
 - ▶ 2. Provide clear responsibilities for staff who observe such behaviors, including any required reporting or other actions.
 - ▶ 3. Include guidelines for how staff and volunteers should address racial and other discriminatory tensions that arise in classrooms, hallways, playgrounds, buses, and any other school environments. Policy No. 0130 Governance Page 3 of 7
 - ▶ 4. Account for power differences among those reporting, those to whom they report, and those who may be enacting or enabling racism or discrimination.
 - ▶ 5. Include clear expectations for follow-up with all relevant parties (including those the actions impact, those reporting, and those alleged to be enacting unwelcome behaviors).

Need to define the work in this commitment. Very broad and specific processes required to fulfill commitment and align with other policies

Commitment I: Investigations

- * 3241 (Classroom Management, Corrective Action and Interventions)
- ▶ 3205 (Sexual Harassment)
- ▶ 3207 (HIB)
- * 3210 (Non-Discrimination)
- * 4220 (Complaints About Programs and Staff)

Commitment J: Family and Community (*Policy 4130)

Foster strong partnerships with diverse groups of parents and stakeholders and increase direct family engagement, especially with families whose students may be marginalized or face barriers.

One of the Goals in the [Annual Plan](#) (See Goal 5)

Policy	Board Committee	Status
4220 Complaints Regarding Staff or Programs:	Finance and Operations	In committee que
4130: Parent Involvement	Finance and Operations	In committee que
4128 Language Access (New Policy)	Finance and Operations	First Reading - November
3241: Classroom Management, Corrective Actions or Interventions	Students, Instruction and Family Engagement	First Reading - November
2110: Transitional Bilingual Instruction	Students, Instruction and Family Engagement	In committee que
2161: Special Education	Students, Instruction and Family Engagement	In committee que
2190: Highly Capable Program	Students, Instruction and Family Engagement	In committee que
2020: Curriculum Development	Students, Instruction and Family Engagement	Using a test for Board Governance Work. Revised procedure