Seattle Public Schools
Department of Equity & Race Relations

Seattle Public Schools/Seattle Education Association Racial Equity Team

A Racial Equity Team is a formal working committee whose charge is to provide leadership and momentum around implementing educational opportunities, policies and programs that will further racial equity in your school with a focus on reducing and eventually eliminating disproportionality in discipline.

**GOALS**

1. **Align with District-wide efforts to implement the “Ensuring Educational and Racial Equity” Policy, Superintendent’s SMART Goals, Closing Opportunity Gaps An Action Plan for Accelerating Achievement for African American Males and Other Students of Color, to eliminate racial disproportionality in graduation and discipline rates.**

2. **Build capacity among principal, teachers, staff, and students in transforming school climate, leadership, policies, procedures and instructional practices**

3. **Strengthen the voices and participation of students, families and community to inform school policies, practices and procedures.**

4. **Develop an Equity Action Plan to eliminate disproportionality in discipline in educational supportive ways by addressing adverse childhood experiences Trauma Informed Practices & Cultural Responsive Pedagogy.**

5. **Ensure student engagement and motivation through strength-based Culturally Responsive Instruction based upon strengthening relationships with students & to achieve high academic outcomes for each student.**

![Transforming Attitudes, Beliefs & Behaviors](image)

**SPS/SEA School Racial Equity Teams**

<table>
<thead>
<tr>
<th>Phase I</th>
<th>Phase II</th>
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<tbody>
<tr>
<td>Olympic Hills Elementary</td>
<td>John Stanford Int’l School</td>
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<td>Wing Luke Elementary</td>
<td>Bailey Gatzert Elementary</td>
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<td>John Muir Elementary</td>
<td>Sacajawea Elementary</td>
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<td>Rainier View Elementary</td>
<td>Leschi Elementary</td>
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<td>Thurgood Marshall Elem.</td>
<td>Denny Int’l MS</td>
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<td>South Shore PreK-8</td>
<td>Washington MS</td>
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<td>Chief Sealth Int’l HS</td>
<td>Aki Kurose MS</td>
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<td>Nathan Hale HS</td>
<td>Rainier Beach HS</td>
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<td>Seattle World School</td>
<td>Ballard HS</td>
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<td>Interagency</td>
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<td>Cleveland HS</td>
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**SMART Goal #2: MTSS-B (School-Based E-Teams)**

- In alignment with the District’s Ensuring Educational & Racial Equity (Policy #0030), the Strategic Plan, and the Superintendent's SMART Goal 2: Multi-tiered Systems of Support B (Transforming Attitudes, Beliefs and Belonging), the Dept. of Equity & Race Relations has implemented 21 School-based Racial Equity Teams.

- The Dept. of Equity & Race Relations is scheduled to implement a Central Office Internal Racial Equity Team by the end of the 2016-17 academic year and 10 additional School-based E-Teams per year.

**Closing Opportunity Gap Plan: Signature Strategies**

- **Signature Strategy 1.1: Positive Beliefs**
- **Signature Strategy 1.2: Positive Relationships**
- **Signature Strategy 3.2: Positive Learning**
Racial Equity Teams will:

- Participate in Ensuring Educational & Racial Equity Institute.
- Establish SMART Goals aligned with the District’s Ensuring Educational & Racial Equity Policy #0030 and the Strategic Plan in order to eliminate disproportionality in discipline and advance educational racial equity in their school.
- Develop an Equity Action Plan to eliminate disproportionality in discipline in their school and implement Culturally Responsive Instruction and Leadership in every classroom.
- Implement the Racial Equity Analysis Tool in school decision-making processes.
- Collaborate with the BLT on the CSIP, budget, and professional development plan to implement strategies to eliminate disproportionality in discipline and advance educational racial equity in their school.
- Share lessons, results, and promising practices with students, families, staff, community and colleagues from other schools.

The Racial Equity Teams are an integral component of the District’s goal to eliminate disproportionality in discipline and ensure educational excellence and racial equity.

Ensuring Educational & Racial Institute Modules

"By the Numbers"

African American Male (AAM) Students
Currently Enrolled AAM English Speaking Students in Special Education*

- Elementary: 27%
- Middle School: 33%
- High School: 30%

Nearly 1/3 of all African American English Speaking Male Students enrolled in Seattle Public Schools are in Special Education Programs

*(As of Sept. 2014)

Students’ Suspensions Rates relative to Enrollment Size**

- African American students are only 17.3% of the SPS student population but are 43.5% of students suspended in SPS

*(2013-14 Academic Year

It is the moral and ethical responsibility and a top priority for Seattle Public Schools to provide Equity Access and Opportunity for every student, and to eliminate racial inequity in our educational and administrative system.

Sources: SPS Board SMART Goal #2: MTSS-B Presentation, SPS/SEA Partnership Committee School Racial Equity Team Application, African American Think Tank - SPS Keeping our Promise: Action Plan.