



SCHOOL BOARD ACTION REPORT

DATE: May 26, 2017
FROM: Dr. Larry Nyland, Superintendent
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For Introduction: June 28, 2017
For Action: July 5, 2017

1. TITLE

Approval of Seattle Public Schools 2017-2021 Affirmative Action Plan

2. PURPOSE

In compliance with Chapter 28A.642 RCW, WAC 392-190-0592 and the Office of Superintendent of Public Instruction Affirmative Action Plan Checklist, Seattle Public Schools (SPS) has created this Affirmative Action Plan to advance, monitor, and maintain the SPS Non-Discrimination /Affirmative Action Policy (No. 5010) for the period 2017-2021.

Additionally, Board Policy No. 0030; Ensuring Educational and Racial Equity, states that, “The Seattle School Board is committed to the success of every student in each of our schools and to achieving our mission of ensuring that all students graduate ready for college, career and life. We believe that the responsibility for student success is broadly shared by District Staff, administrators, instructors, communities and families. We are focused on closing the opportunity gap and creating learning communities that provide support and academic enrichment programs for all students. Additionally, we believe that it is the right of every student to have an equitable educational experience within the Seattle Public School District. In order to achieve educational equity for our students, the district shall ensure workforce equity.”

The plan will guide Human Resources goals and strategies for increasing the diversity of the SPS workforce in job categories/titles where underrepresentation exists.

3. RECOMMENDED MOTION

I move that the School Board approve the Seattle Public Schools 2017-2021 Affirmative Action Plan to be submitted to OSPI and implemented by responsible parties (detailed in the attached plan document) in Human Resources.

4. BACKGROUND INFORMATION

- a. **Background** In 2011, SPS created its first Affirmative Action Plan to comply with new state laws requiring that districts submit a plan to OSPI. The plan was adopted in 2012 and expired in 2016. Human Resources and representatives from the Department of Equity Initiatives convened to map out a plan for development of a new Affirmative

Action Plan for 2017-2021 with a focus on including concrete goals and action steps to drive SPS’s work in a more meaningful and actionable manner.

- b. **Alternatives** There are no alternatives to submitting the plan as it is required by state law and School Board Policy.
- c. **Research** The statistical comparisons in the plan involve the use of workforce statistics for geographic areas relevant to Seattle derived from the 2010 public census reports and materials made available through the Office of Superintendent of Public Instruction at: <http://www.k12.wa.us/Equity/Districts/AffirmativeAction.aspx>. At the time of development, the 2010 data is the most current available. Additionally, staff referred to the “Teacher Retention and Mobility in Washington State” report prepared by the University of Washington College of Education in 2017 for OSPI to provide additional statewide and historical context and trends on the teacher workforce, specifically for goal setting to increase the diversity of certificated teachers.

5. FISCAL IMPACT/REVENUE SOURCE

Fiscal impact to this action will be \$0 .

The revenue source for this motion is N/A .

Expenditure: One-time Annual Multi-Year N/A

Revenue: One-time Annual Multi-Year N/A

6. COMMUNITY ENGAGEMENT

With guidance from the District’s Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

The plan has been informed by the recommendations of the city of Seattle’s Diversity in the Educator Workforce Taskforce, which was developed with extensive input from the community. Additionally, as we implement, we will move toward a Tier 2 level of engagement as we consult with members of the African American Male Advisory Committee and the Superintendent’s Race and Equity Advisory Committee to identify community groups, publications and job fairs with which to promote SPS as a place for people of color and females to work.

7. EQUITY ANALYSIS

The development of a new Affirmative Action Plan for SPS is one of several strategies employed by the district to identify and address gaps in underrepresentation of staff with an aim of increasing staff diversity. Embedded in the plan are strategies that address aspects of employment equity as it relates to the SPS workforce (e.g., training on eliminating hiring bias). Unlike the previous plan, the new one includes concrete, measurable and actionable goals that can be tracked annually along with specific strategies for achieving better outcomes.

8. STUDENT BENEFIT

While the Affirmative Action plan addresses racial equity across all job categories and multiple titles in SPS, we know that it is especially important that students see teachers who reflect their identities in their classrooms. Research has shown that teachers of color tend to have higher expectations of students of color and are associated with better student achievement, lower absenteeism and fewer suspensions for students of color (Albert Shanker Institute, 2015; Holt & Gershenson, 2015). They also are important role models for all students (U.S. Department of Education, 2016). Additionally, students seeing and building relationships with teachers and other staff of color can help break down stereotypes and engender positive attitudes across racial differences. For these reasons, having a clear and actionable plan for increasing the diversity of staff at SPS, should increase student outcomes over time.

9. WHY BOARD ACTION IS NECESSARY

- Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)
- Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter
- Board Policy No. _____, [TITLE], provides the Board shall approve this item
- Other: _____

10. POLICY IMPLICATION

Policy No. 5010 – Non-Discrimination and Affirmative Action Policy
Policy No. 0030 – Ensuring Educational and Racial Equity

The development of a new Affirmative Action Plan for SPS furthers the intent of the two policies noted above by providing concrete targets and strategies for increasing staff of color – particularly teachers – in the District.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Audit & Finance Committee meeting on June 8, 2017. The Committee reviewed the motion and moved item forward for consideration by the full Board.

12. TIMELINE FOR IMPLEMENTATION

Upon approval of this motion, the plan will be submitted to OSPI and implementation of the strategies contained within the plan will begin.

13. ATTACHMENTS

- Seattle Public Schools 2017-2021 Affirmative Action Plan
- Overview of SPS 2017-2021 Affirmative Action (Presentation)
- Example of Affirmative Action Plan Checklist
- G.R.E. Comparisons document