

## **ADVANCED LEARNING – RACIAL EQUITY LEARNING**

**Vision:** All students receive the academic challenge and whole  
Child support needed to develop their full potential.

**Mission (in brief):** The A. L. Department actively disrupts the  
Institutional racism and other systemic inequalities that limit  
Access to advanced learning opportunities

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### **SEATTLE PUBLIC SCHOOLS**

#### **Highly Capable and Racial Equity Services Advisory**

**(HC/RESA) General Meeting, Tuesday, September 22, 2020**

4:00 PM until 6:00 PM via Zoom

<https://seattleschools.zoom.us/j/99740636612?pwd=Sy9WZIN3RHRzdHp6R251bXg4RWtxQT09>

Meeting ID: 997 4063 6612

Passcode: 420831

**COMMUNITY AGREEMENTS** adapted from Courageous Conversations Norms, by Glenn Singleton

Check/Review Norms

**Center People of Color Experiences in every discussion.**

**Stay engaged.** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”.

**Experience discomfort.** This norm acknowledges that discomfort is inevitable, especially in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that creates divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, that healing and change begin.

**Speak your truth.** This means being open about thoughts and feelings and not just saying what you think others want to hear.

**Expect and accept non-closure.** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.

**Share airtime.**

Present: Shane Baguyo, Deenie Berry, Crystal Daniels, David-Nsimbi, Kaila, Megan Haddock, Romanita Hairston, Maki Ichikawa, Margaret Montsaroff, Matthew Perez, Marc Salazar, Christine Sanders, Douglas Sohn, Nathan Wheeler, Bobbi Windus

Absent: Berhanu Alemayehu, Yen Baynes, Kelsie Benslimane, James Blanton, Carmen Brady, Nichole Coates, Sariya Dunbar, Christina Ellis, Aida Fraser-Hammer, Rina Geoghagan, Gabe Herbison, Damon May, Tina Meade, Paula Montgomery, Gail Morris, Radhika Nair, Dominique Pavageau, Concie Pedroza, Kate Poux, Aneesa Roidad, Deb Schaaf, Manuela Slye, Emijah Smith, Gretchen Waschke, Cindy Watters

Guests/Visitors: James Alyson, Elizabeth B, Karma Blackhorn, Katie May, Cliff Meyer, Nichelle Page, Matt, Matt's iPhone, Natalia

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### **Norms & Agenda Review sign-in sheets sent in chat**

Deenie Berry, Advanced Learning (AL) Program Manager, welcomed the Advisory at 4:00 p.m. and then reviewed agenda, gave an update on Facilitator who has moved on, and that a new Facilitation company will be offering their Racial Equity services to the Advisory. Finally, she welcomed the new AL Program Specialist for Elementary Populations.

### **How does the AL department team embrace racial equity training?**

Shane Baguyo, AL Program Specialist for Elementary Populations, introduced himself and explained his mission. To guide the racial equity training, he asked the following questions:

- Why is being here important to you?
- What will you share tonight?
- How do you plan to share your perspective?

### **Update on the work and family engagement at Thurgood Marshall**

Thurgood Marshall Elementary School, Principal Katie May joined the meeting to provide an update on the work and family engagement at Thurgood Marshall Elementary School. Some highlights are:

People are curious about SEM field study; Why? Because our families demanded it! Twelve years ago, the Highly Capable (HC) program came to Thurgood Marshall, which has had long-lasting aftershocks.

There are three “schools” (or programs) under one roof: General Ed, Special Ed, and HC. Staff asked the question, “what needs to change?” It was noticed that there was no interaction between students in different programs, the teachers who taught in the different programs barely had interactions. Racially, the classrooms were segregated; HC – white, General Ed – black

How do we get the community unified?

Currently, the three programs at Thurgood Marshall are: Scholars (Gen Ed); Peace Scholars (SPED); ACC Scholars Program (Accelerated Curriculum) (HC); There was also a conscious push to labeling the program, not the students.

She went on and shared diversity statistics of all students and the three programs.

Starting in 2014, the staff decided on a unified theme and book (for teachers but can appeal to parents). Some examples of the books are: *Growth mindset*; *Blind Spot, the Hidden Biases of Good People*; *The First Six Weeks of School*; *Culturally Responsive teaching in the Brain*; *Foster and Resilient Learners*; this year, Thurgood Marshall is reading *The Brilliance of Black Boys*. The school-wide goal is for Black boys reading at grade level by 3<sup>rd</sup> grade.

Principal May wrapped up her presentation by taking a few minutes for Q&A with support of AL Dept.

### **Presentation of Draft Family Engagement Information**

Deenie shared, with the Advisory, the draft information to be shared with families and community groups during the AL family engagement sessions, which will be taking place in October and November. Guiding questions presented to the group to answer in the chat are:

What important feedback do you have for the AL Department based on this information?

What other information do you need to know to give important feedback?

To the fullest extent possible, as members asked questions, Deenie provided some answers, and assured that any questions that come up at a later time can be posted or emailed and will be placed in monthly newsletter. Deenie also shared a draft of the HC/RESA timeline, showing what will be rolling out in four phases.

### **Presentation of Forms Survey for end of meeting feedback. Please take time to complete survey.**

The after-meeting survey was shared, and the group was invited to provide feedback so the planning team may make the meetings better.

### **Thank you and Close**

The meeting did adjourn at 6:10 pm

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### **Addendum, meeting chat**

[Heather]: 04:04 PM

Please sign-in by visiting:

<https://forms.office.com/Pages/ResponsePage.aspx?id=WNEEx1HRgMkiHg1Hqb23SJwW3C1YO3DhAhwGdmfh8CaJUMk1ZRzJKMTQ4SkxVNU82NTVSWIU3NkxQQy4u> For support accessing the Sign-In Sheet, please contact Heather at [hebrooks@seattleschools.org](mailto:hebrooks@seattleschools.org) or (206) 678-5104.

[Heather]: 04:13 PM

- 1) Why is being here important to you
- 2) what will you share tonight
- 3) How do you plan to share your perspective?

[Advisory Member]: 04:18 PM

Will Shane share this PowerPoint?

[Deenie]: 04:19 PM

Yes. We can share this pptx.

[Advisory Member]: 04:24 PM

1. The work is important. 2. I'm stressed out. 3. Tell it like it is.

[Advisory Meeting Visitor]: 04:24 PM

1) Why is being here important to you - Understanding the progress of SPS in reforming ineffective AL/HC practices•2) what will you share tonight - not sure!!! sorry!!!•3) How do you plan to share your perspective? - with respect and non-judgmental thoughts that (I hope) can broaden perspectives

[Advisory Member]: 04:24 PM

I am here because I believe the conversation and work is important. What will I share tonight ---not sure How do I plan to share ... any truth that comes.

[Advisory Member]: 04:24 PM

Why: because not all students get the same opportunities to thrive and excel

[Advisory Meeting Visitor]: 04:25 PM

Being here is important because all educators have a moral obligation to work to dismantle systems that continue to produce disparate outcomes for BIPOC students of color.

[Deenie]: 04:25 PM

Why? A moral imperative What? Essential work of the AL department

[Advisory Member]: 04:25 PM

I am here to play an active role in transforming racial disparities in our city

[Advisory Member]: 04:25 PM

I believe in the power of education, and I also believe that quality education should be accessible to all, without barriers.

I will share my truth, openly and honestly.

[Advisory Member]: 04:26 PM

still unsure about the what and the how

[Advisory Member]: 04:26 PM

1) Gifted kids need different supports

[Maki]: 04:26 PM

I am here because each and every black, indigenous and student of color and their success matter.

[Advisory Meeting Visitor]: 04:26 PM

I plan to share my perspective (a white one) with as much humility as possible, primarily from a listening stance.

[Advisory Member]: 04:26 PM

1. Recognition of racism throughout SPS and working toward fixing the systems within AL and HCC program 2. my experiences and provide feedback on the changes proposed. 3. Openly, directly, and with commitment to change.

[Advisory Meeting Visitor]: 04:27 PM

1) I want to know if and how there is a way to provide advanced learning in a non-racist way in our society. 2) Just here to listen. 3) My perspective is just that I've observed how unfair the HCC system has been for years.

[Advisory Meeting Visitor]: 04:28 PM

Because advance placement and special ed are huge highlights on how we see how systemic white ideas of knowing and being are held as the center of our educational system. Unsure how is will engage but new to the district and here to bring these stories with me in how I move forward

[Heather]: 04:28 PM

Race and Equity questions:

- Why is being here important to you
- What will you share tonight
- How do you plan to share your perspective?

[Advisory Member]: 04:29 PM

1) and the racial bridge has not been built despite numerous attempts. 2) Bring knowledge of needs of gifted kids, experience of good and bad aspects of past program. Openness to how we will do things

very differently because the system did not address all the gifted kids or all the needs of gifted kids 3) Share my perspective with the need to listen and know it is only one of many and not the voice that needs to be centered.

[Advisory Meeting Visitor]: 04:30 PM

My body of work and focus is on 8th to 9th grade transition success for African American males. It's important that all AA males reach their own success. My goal is to help bridge the gap and change the narrative.

[Shane] Everyone: 04:31 PM

Thank you [Advisory Meeting Visitor]!!!

[Advisory Meeting Visitor]: 04:32 PM

Hurray for Katie!

[Advisory Meeting Visitor]: 04:50 PM

<https://tmlink.org/info/equity-in-education-initiative/>

[Deenie]: 04:54 PM

For small group discussion: 1. What important feedback do you have for the AL Department based on the information you just heard? What other information do you need to know to give important feedback to the AL department?

[Advisory Member]: 05:00 PM

It would help if you can clarify what role the AL department had in the above? Mostly this sounds like efforts by Thurgood Marshall school leaders, families, staff

[Deenie]: 05:05 PM

One of the things we hope to learn in this field study is what should be in place to show readiness for our early implementation schools in 2021-22. As we understand what works and what doesn't we can craft appropriate guidance in the transformation ahead.

[[Advisory Member]: 05:11 PM

I say we skip the bios

Katie: Can you clarify how families in the SEM decision?

[Advisory Member]: 05:15 PM

Can you help describe what the field study is

How it is set up differently?

is it applied to the both the scholar and HC scholar and Peace academy scholars

[Advisory Member]: 05:22 PM

Is the goal to incorporate this model ... eventually to all schools?

[Advisory Member]: 05:24 PM

All schools I believe now have blended social studies (K-12) classes

[Advisory Member]: 05:28 PM

seems to me that this type of model could be replicated at many neighborhood schools, not just in HC schools...

[Katie]: 05:28 PM

Thanks for allowing me to join! Nice to see some familiar faces. Thank you all for the work you are doing to ensure equity for all of our students.

[Advisory Member]: 05:29 PM

I have to go, but I just wanted to say thanks to everyone for continuing this work. I'm looking forward to the next meeting and to having more time to speak with you and with each other.

[Advisory Member]: 05:29 PM

thanks Katie..... I learned more about TM tonight and how all the pieces work together.

[Deenie]: 05:29 PM

Thank you Katie. We are so thankful for the information you shared and the work done through the past years.

[Advisory Meeting Visitor]: 05:34 PM

Can you read them?

[Advisory Meeting Visitor]: 05:34 PM

What is the timeline for doing this "overtime"? Where will accountability be held in ensuring transparent communication of decisions? How will race continuously be centered in each step of decision making? How will BIPOC community stakeholders be offered opportunities, and be supported and retained for their participation in making meaningful decisions as apart of the work group?

[Advisory Member]: 05:35 PM

It would help to have what is in Nathan's brain in a visual - strategies (e.g. SEM) and what part of AL and RESA issues (as listed on the slide) each is intended to address.

on the slide of "critical issues"

[Nathan]: 05:46 PM

One thing we can send is a document that more thoroughly explains the tiered service examples in the final report issued from the Advanced Learning Task Force. For reference, you can see that list right now on page 20 of the ALTF final report. And I am by no means a SEM expert! However, we are going to send information that more specifically talks about the strategies/systems used in SEM. We can create a visual that more specifically connects the tiered services model (and other elements of the recommendations) and how they connect with the issues listed on the slide. Would that help in clarifying some of this information?

[Advisory Member]: 05:48 PM

"ESD"?

[Advisory Member]: 05:51 PM

The current offerings of 2 years acceleration in Math and 1 yr acceleration on ELA is very quantifiable. The proposed tiered support is all qualitative, where will it state clearly what AL identified students will be provided?

[Heather]: 05:53 PM

[Advisory Member]- I believe ESD stands for Educational Service District, such as our local PSESD, <https://www.psesd.org/>

[Advisory Meeting Visitor]: 05:54 PM

one element of current services is the cohort model, an exceptionally inexpensive method of providing what many kids needs to thrive in school. Do you have budget estimates for the envisioned program?

sorry for the typos!

[Advisory Member]: 05:58 PM

Further to [Advisory Member]'s point, for elementary school parents who may not have much knowledge of the traditional HC model, and who might be wondering, "what does this mean for my kid?" I think the more you can offer in terms of specifics the better.

[Advisory Meeting Visitor]: 06:00 PM



What does the AL unapologetic commitment to racial equity relate to the comment earlier about not wanting an "overrepresentation" of BIPOC in advanced placement. How is the process defining equity?

How, not what. Whoo long day.

[Advisory Member]: 06:02 PM

are the 5 implementation schools different than the existing HC schools?

[Advisory Meeting Visitor]: 06:02 PM

Can you put up that last slide one more time?

[Advisory Member]: 06:02 PM

or share the slides?

[Heather]: 06:02 PM

Members, Guests, Alternates, Guests... We would like to know what you think of our meeting. Please provide feedback because we are interested in finding ways to continually improve. Please indicate whether or not you are a member or visitor, but we do not require your name added, as this is anonymous. Here is the link to the form "Highly Capable Racial Equity Services Advisory Meeting Feedback":

<https://forms.office.com/Pages/ResponsePage.aspx?id=WNEx1HRgMkiHg1Hqb23SJ49DbyqaMAFGhhvCw4eiVtZUNlhFSk9ERkhCN1BMRjRDSke2NkrWTUJDMC4u>

[Advisory Member]: 06:03 PM

Will that most recent PowerPoint be available?

[Advisory Member]: 06:04 PM

What is the plan for the tests that are used for identifying AL students today? Will they be phased out? If so, what is the timeline?

[Advisory Member]: 06:05 PM

what will HC kids do if they can't go to a cohort school, because it is being phased out, but their neighborhood school has not yet implemented the new model?

[Advisory Member]: 06:07 PM

How is AL team measuring the impact to the numbers listed in the slide regarding the racial disparity today in AL?

[Heather]: 06:07 PM

Please sign-in by visiting:

<https://forms.office.com/Pages/ResponsePage.aspx?id=WNEEx1HRgMkiHg1Hqb23SJwW3C1YO3DhAhwGdmfh8CaJUMk1ZRzJKMTQ4SkxVNU82NTVSWIU3NkxQQy4u> For support accessing the Sign-In Sheet, please contact Heather at [hebrooks@seattleschools.org](mailto:hebrooks@seattleschools.org) or (206) 678-5104.

[Advisory Meeting Visitor]: 06:09 PM

thanks!

[Maki]: 06:10 PM

AL department follow up: 1) Meeting notes with a copy of power point presentations shared tonight will be shared to the members by 9/25/20. 2) Q & A and any additional resources requested tonight will be provided to members by 10/6/20.