

## NORTH THURSTON PUBLIC SCHOOLS

### RESOLUTION# 31-18/19

#### EQUITY

A resolution of the Board of Directors of North Thurston Public Schools, Lacey, WA for equitable educational opportunities to ensure high outcomes for all students by removing barriers and predictability of success based on cultural, social, and/or economic factors. All students will know they belong in the North Thurston School District.

**WHEREAS**, breaking down existing barriers for our students in all areas of the district and eliminating our opportunity gaps are urgent matters.

**WHEREAS**, preparing all students for rewarding careers, fulfilling lives and compassionate global citizenship is our mission as a district.

**WHEREAS**, all students must be empowered, accepting of cultural diversity and future-ready, which includes supporting students who want to challenge personal, systemic and societal biases and solve real world problems.

**WHEREAS**, sex, race/color, religion/creed, national origin, sexual orientation, gender identity, gender expression, and disabilities are protected from discrimination and harassment under federal and state laws.

**WHEREAS**, on average 13% of our 6<sup>th</sup>, 8<sup>th</sup> and 10<sup>th</sup> grade students reported being bullied and harassed due to race and sexual orientation which often leads to higher rates of suicide, incarceration, violence, substance abuse and more. (Healthy Youth Survey 2018)

**WHEREAS**, 44.4% of our families qualify for free and reduced lunch services and 4.6% are identified as homeless.

**WHEREAS**, the need to dismantle systemic oppression requires ongoing dialogue with skilled facilitators among all members of our community.

**WHEREAS**, nurturing a mindset of high expectations and high capability for all students; reflecting on the assumptions that practitioners make about our students; increasing understanding of "culture cues" among our staff; and implementing culturally responsive practices will create a culture of inclusion, equity and accountability.

**WHEREAS**, it's essential to build upon students' diversity and cultural backgrounds as a bridge to mastery on standard; currently our students who identify as LGBTQ+, students of color, immigrants, English language learners and more are less likely to see themselves in our curriculum and lessons. Only 40% of our students reported seeing people like themselves in the books and materials used in the classroom (CEE Data).

**WHEREAS**, fostering attitudes and behaviors that are aware of bias, free of ridicule and intimidation; affirming an appreciation of cultural differences, and creating a system that supports the diverse languages of our families will ensure that our schools are welcoming and family-friendly.

**WHEREAS**, some of our families often have less time to participate in district/school level committees and activities, which can create inequities in who is participating and whose voices are being heard. Only 34% of our students shared that their parents/family participate in events or activities at their school. (CEE Data)

**WHEREAS**, we want to attract, develop and retain a highly-qualified, motivated and diverse workforce who reflects our student population. Our current workforce shows 15.1% of our staff identify as people of color and our student population shows 49.3% identify as students of color.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of North Thurston Public Schools No. 3 Thurston County, WA endorses and encourages our staff, students, families and community to support the following action items:

- Intentionally integrate resources, books and lessons all year long to celebrate and normalize the contributions, leadership and past/current issues of our historically underserved populations and include a monthly district-wide focus that embraces our diversity. This includes but is not limited to the following opportunities: Indigenous People's Day and Native American Heritage Month, Billy Frank Jr. Day, National Disability Day, Pride Month and the National Day of Silence, Black History Month aligned with Black Lives Matter Week, Martin Luther King Jr. Day, National Foreign Language (World Language) Week, International Children's Book Day, Asian Pacific American Heritage Month, Arab-American Heritage Month, Hispanic Heritage Month, Race Unity Day and Poverty in America Month.
- Full implementation of Since Time Immemorial and develop ethnic studies curriculum.
- Prioritize culturally relevant professional development such as book studies, speakers, and presentations that are available for all staff at all levels with an emphasis on leaning into challenging conversations around equity throughout the district and in each school/department. Build staff capacity to hold one another accountable for our micro-aggressions and biases.
- Ensure that our student lessons, assemblies, counseling and activities are culturally-responsive and do not perpetuate stereotypes or encourage cultural appropriation.
- Know and analyze our diversity data (OSPI, NTPS Assessments, Healthy Youth Survey and Climate Survey) and respond to needs based on the inequities in the data.
- Incorporate equity conversations into our social emotional teaching and learning discussions, and provide opportunities for students to learn about equity and become leaders and agents of change starting in pre-school.
- Commit to structured processes that involve families in district-wide decision making and gathers input that reflects the diverse voices of our community to help address inequities in our data. Ensure that childcare and interpretation services are available so all families can participate.
- Partner with Big Brothers & Big Sisters, Boys and Girls Club, CIELO, Community Youth Service, City of Lacey, Family Education Support Services, Family Support Center, Hispanic Roundtable, Homes First, Homeless Backpacks, Islamic Center of Olympia, Joint Base Lewis-McChord

(JBLM), Kiwanis-Day of Champions, Life Pointe Church, Little Red Schoolhouse, Multicultural Action Council, New Life Baptist Church, Nisqually Tribe, North Thurston Education Foundation, Pizza Klatch, REACH, Saint Andrew's United Methodist Church, Saint Mark Lutheran Church, Saint Martin's University, Stonewall Youth, South Sound Reading Foundation, Strengthening Sanctuary, Thurston County, Thurston County Food Bank, Thurston Group, Timberland Library, TOGETHER!, United Way of Thurston County, YMCA, YWCA, Faith Based Organizations and Service Clubs, and many more organizations throughout the greater community to ensure our families and community members have opportunities to engage in conversations around education and equity and take appropriate action.

- Actively recruit and retain staff of color in all areas of our district. Develop opportunities for students and community members to earn their teaching credentials.

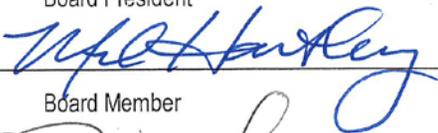
**Be It Further Resolved that the Board encourages our educators, students, families and community members to embrace opportunities that expand our understanding of equity and support our work in ensuring that each and every student knows they belong at North Thurston Public Schools.**

**PASSED** by the Board of Directors of North Thurston Public Schools No. 3, Thurston County, Washington, at the regular meeting held on August 20, 2019.

NORTH THURSTON PUBLIC SCHOOLS No. 3  
Thurston County, Washington



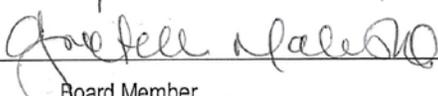
Board President



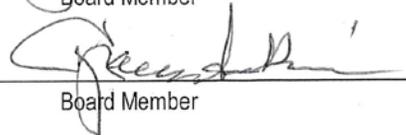
Board Member



Board Member

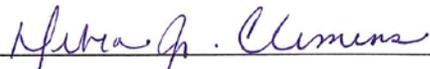


Board Member



Board Member

ATTEST:



Board Secretary/Superintendent