Seattle Public Schools
Building and Program Racial Equity Teams

We are pleased and excited to announce Phase V of the implementation of Building and Program Racial Equity Teams. Seattle Education Association (SEA)/Seattle Public Schools (SPS) Partnership Committee, SEA Center for Race and Equity and the SPS Department of Racial Equity Advancement (DREA), invite you to apply to be part of Phase V of a comprehensive and coherent plan to institutionalize educational and racial equity in our schools and programs as mandated by SPS Ensuring Educational and Racial Equity Policy No. 0030, our Strategic Plan, *our Eliminating Opportunity Gaps An Action Plan for Accelerating Achievement for African American Males and Other Students of Color*, and our SEA/SPS Collective Bargaining Agreement.

For purposes of eliminating disproportionality in discipline and learning; promoting stronger relationships between schools, their staff, parents, and students; and supporting student identity safety, each building/program that is selected by the Partnership Committee will establish its own Racial Equity Team which meets a minimum of once per month.

We are currently seeking Equity Team applications from school and program staff interested and ready to lead a systemic effort to ensure educational and racial equity in every classroom, for every student, every day. Priority deadline for applications to be turned in is 9/18

Goal
The goal is to support school/program-led efforts to create strong, sustainable and effective Racial Equity Teams to advance racial equity by:

1) Aligning with District-wide efforts to implement "Ensuring Educational and Racial Equity" Policy No. 0030, Superintendent's SMART Goals, *Eliminating Opportunity Gaps an Action Plan for Accelerating Achievement for African American Males and Other Students of Color*, to eliminate racial disproportionality in achievement, graduation and discipline rates.
2) Building capacity among administrators, teachers, support staff, and students in transforming school and program policies, procedures and practices.
3) Strengthening the voices and participation of students, families and community to inform school/program policies, practices and procedures.
4) Developing a plan to create and lead discussions on how to reduce and eventually eliminate disproportionality in discipline in educationally supportive ways.
5) Ensuring student engagement and motivation through culturally responsive relevant and rigorous instruction based upon strengthening relationships with students to achieve high academic outcomes for each and every student.

Racial Equity Teams

We are inviting interested schools and programs to submit an application to become a formally recognized Racial Equity Team. The **Racial Equity Team will consist of at least one school administrator (principal or AP)/program manager and four (4) SEA-represented staff, of which one of the four (4) seats will be designated for classified SEA-represented staff.** The Equity Team should be racially and ethnically diverse.

The responsibilities of the Racial Equity Team are to:

1) Review the District's recommendations on best practices and recommended initiatives
2) Review school data on disproportionality in discipline and other areas
3) Create and lead discussions on how to reduce disproportionality in educationally supportive ways
4) Facilitate problem-solving around identified issues of disproportionality or inequity
5) Work with the BLT on the CSIP, budget, and professional development plan to incorporate strategies to reduce disproportionality and inequity
6) Participate in and coordinate with District level efforts to address disproportionality and inequity

A Racial Equity Team is a formal working committee whose overarching strategy is to provide leadership and momentum around implementing educational opportunities, policies and programs that will further racial equity in your school with the focus on reducing and eventually eliminating disproportionality in discipline. The Racial Equity Team will receive continual support and technical assistance from the SPS Department of Racial Equity Advancement and the Seattle Education Association Center for Race and Equity.

The Racial Equity Team will:

1) Meet a minimum of once a month for two hours.

2) Lead a process to establish specific, clear and meaningful goals to transform school/program culture and climate, practice, procedures, and professional development to advance educational racial equity in your school/program.

3) Develop an action plan that achieves goals in one of the following areas:
   a. Eliminatating disproportionality in discipline
   b. Strengthening student motivation and engagement through culturally responsive instruction and leadership
   c. Developing understanding and implementation of ethnic studies
   d. Developing a Restorative Justice program and implementation
   e. Increasing family and community engagement and participation

4) Work with the BLT/PLT on the CSIP/Program Outcomes, budget and professional development plan to incorporate strategies to reduce disproportionality and educational inequity.

5) Share learning with students, families, staff, community and colleagues from other schools/programs

Benefits and support you will receive from the SPS/SEA Partnership Committee, as well as the following SPS Departments and partners: Department of Racial Equity Advancement, SEA Center for Race and Equity, School Family Partnerships, Attendance & Discipline, Behavioral Health Services, Curriculum & Instruction.

Members of our teams will support you and your Racial Equity Team by providing support in any of the following areas, based on your needs:

1) Resources and support to enhance skill sets in advancing educational and racial equity, decreasing disproportionality in discipline, and strengthening community partnerships.
2) Leadership professional development opportunities to include, but not limited to implicit bias, adaptive leadership, critical race theory, culturally responsive teaching, classroom leadership, systemic transformation, family engagement, identity safety, Adverse Childhood Experiences, trauma informed practice, restorative justice, Positive Behavior Intervention Support (PBIS) etc.
3) Professional development on implementation and use of SPS Racial Equity Analysis Toolkit.
4) Current evidence and research-based practices, resources, and materials.
5) Twenty hours of paid leadership training.
6) A $2500 stipend to be shared among team members.

Who can apply
We encourage school/program teams to apply for this opportunity, with the understanding that this is an on-going commitment to racial equity work at one's own school/program site.

Selection process
Phase V implementation of Racial Equity Teams is limited to ten schools and programs which creates a very competitive selection process, requiring thoughtful reflection and a detailed proposal by each school site as well as a site visit and in-person conversation by one of the Partnership Committee members. All applications are confidential and will be carefully considered by the SEA/SPS Partnership Committee.

Timeline
Priority deadline for applications to be turned in is 9/18. Send the attached application by email to: Shelly Hurley -- shhurley@seattleschools.org or send hard copy via school district mail to Shelly at MS 32-935. If you have questions, please direct them to Pat Sander at psander@seattleschools.org or SEA representative Shelly Hurley at shhurley@seattleschools.org.

Seattle Public Schools

2018 –2019 Racial Equity Teams

Application

School/Program Name: _____

School Address: _____

School Principal/Program Manager: _____

Phone Number: _____ E-mail Address: _____

SEA Representative Name: _____

School level/Program: _____

Names of staff who co-developed this compact (underline /bold the staff who will serve as chair of team).
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Principal Approval Signature (Principals / AP must attend the 20 hours of leadership training):

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SEA Representative Approval Signature :

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1. Describe your school's motivation and interest in becoming a Racial Equity Team school/program. Include the school's readiness to embrace educational and racial equity practices and procedures; and the challenges and/or barriers that you anticipate?

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2. Describe the disproportionate gap(s) that your school/program has identified. Please share your supporting data.

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