

Using Equitable Practices to Combat and Prevent Youth Violence

Collaborative Youth Violence Prevention Conference

Presenters

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Acknowledgement/Disclaimer

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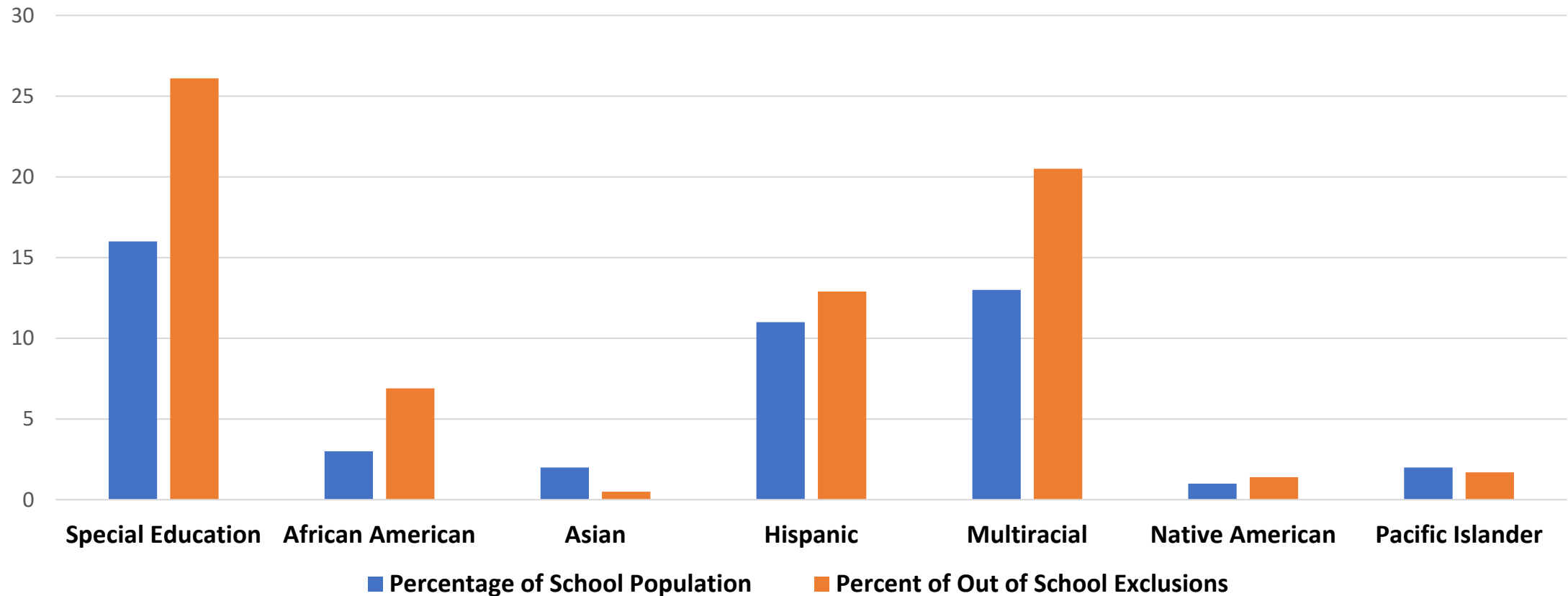


- ~ 30,000 students
- 66.% Caucasian
- 14.1% Multi-Racial
- 10.8% Hispanic
- 3.2% African-American
- 2.3% Asian
- 1 % Native American
- 7% English Learners
- 70 Different Languages
- 110 Different Tribes
- 59% Low Income



BIPOC and Sp. Ed. Percentage of Student Population VS. BIPOC and Sp. Ed. Percent of Out of School Exclusions

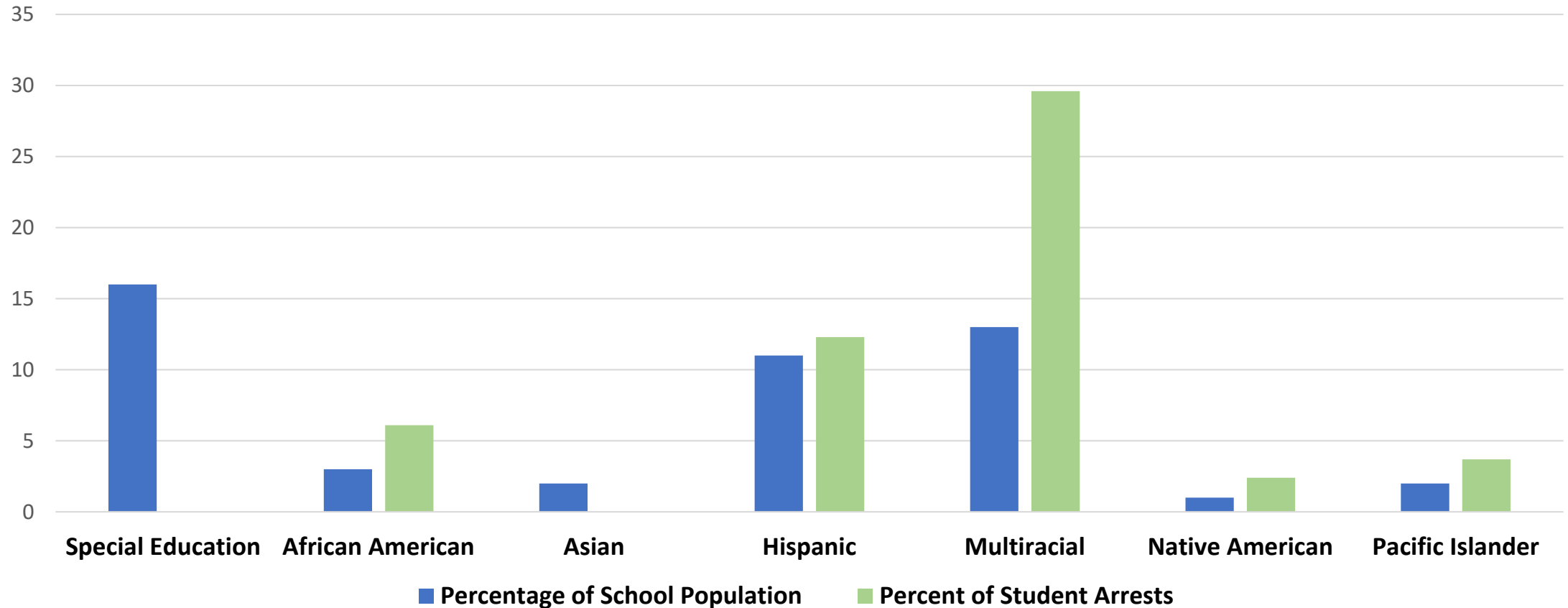
Up to day 138, 2019-2020 School Year



BIPOC and Sp. Ed. Percentage of Student Population VS.

BIPOC and Sp. Ed. Percent of Student Arrests

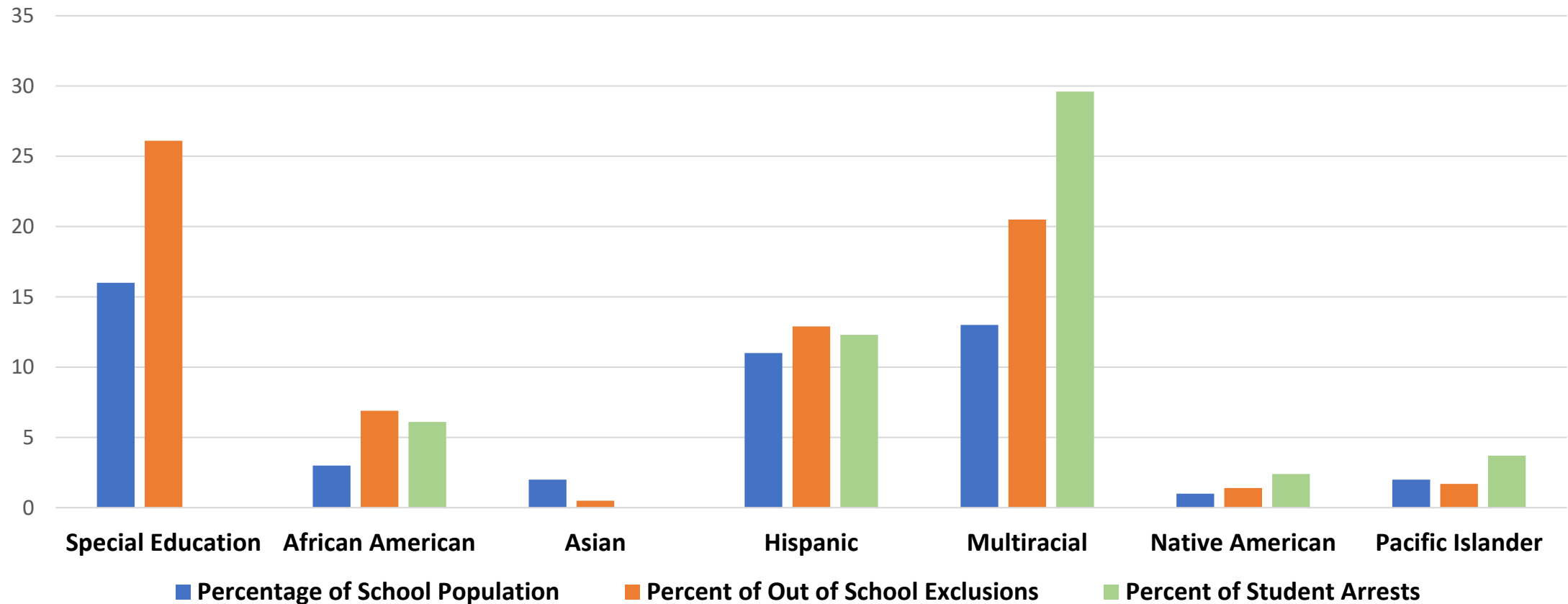
Up to day 138, 2019-2020 School Year



*No arrest data for special education or Asian youth.

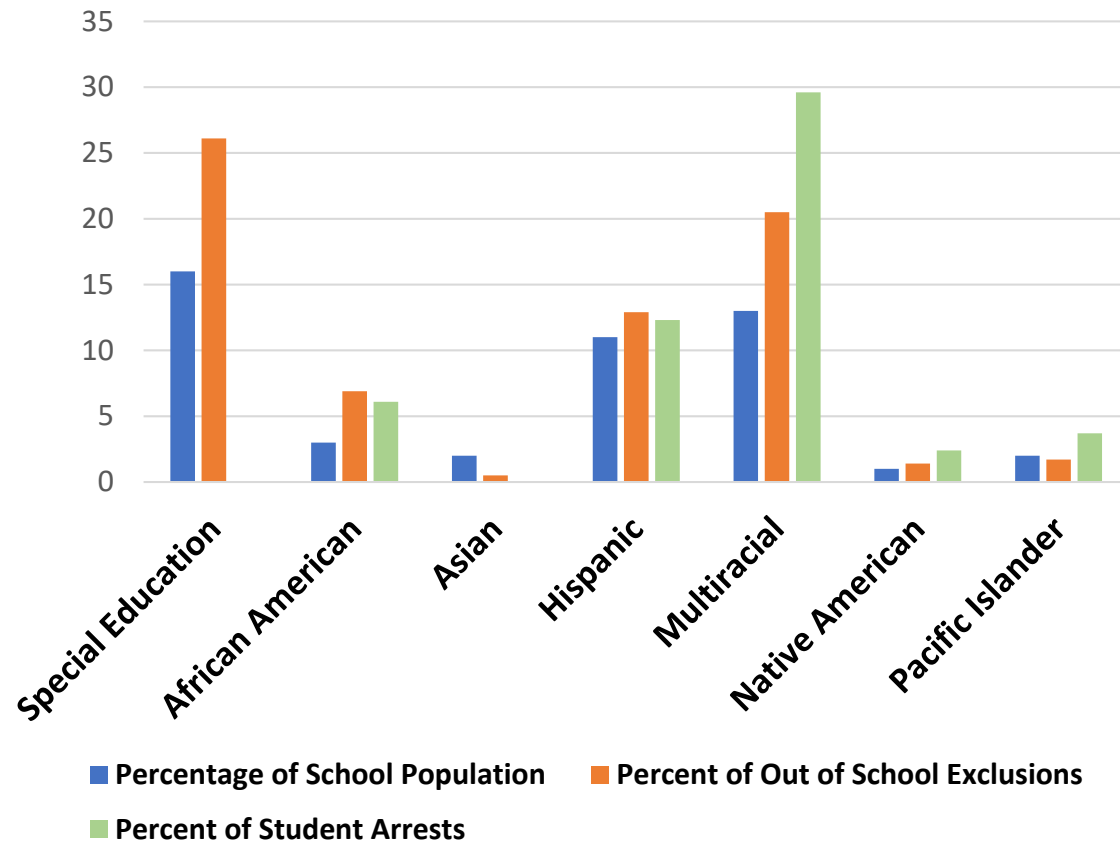
BIPOC and Sp. Ed. Percentage of Student Population, Percent of Out of School Exclusions, and Percent of Student Arrests*

Up to day 138, 2019-2020 School Year



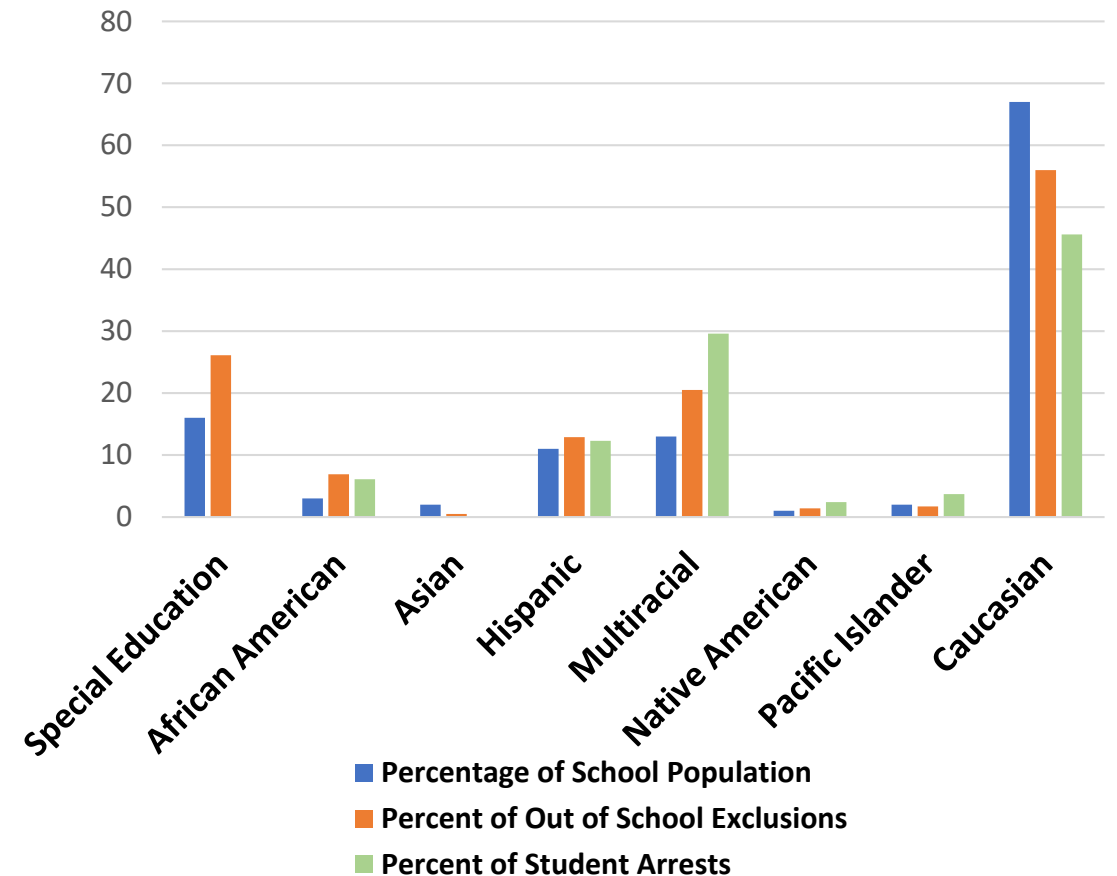
*No arrest data for special education or Asian youth.

BIPOC and Sp. Ed. Percentage of Student Population, Percent of Out of School Exclusions, and Percent of Student Arrests*



*No arrest data for special education or Asian youth.

Percentage of Student Population, Percent of Out of School Exclusions, and Percent of Student Arrests – INCLUDING Caucasian youth*



<https://www.spokaneschools.org/site/handlers/filedownload.ashx?moduleinstanceid=16312&dataid=15230&FileName=SchoolSafetyData.pdf>, accessed 02/17/2020

Racial Equity Resolution

Spokane Public Schools, Adopted June 10th, 2020

SPS Resolution Acknowledgements

- **Excellence For Everyone** is the mission statement of SPS, yet this opportunity has not been made possible for every student.
- **Structural racism is built into our institutions.**
- **Anti-racism is required to increase student empowerment, belonging, value, and hope for the future.**
- **We continue to listen and partner with community stakeholders, educators, parents, and students.**

Community Stakeholders

Every Student Counts Alliance

- <https://www.disabilityrightswa.org/collaborations/every-student-counts-alliance/>

Superintendents Workgroup

- <https://www.spokaneschools.org/Page/360>

Team Child

- <https://teamchild.org/spokane/>

Diversity Advisory Council

- <https://www.spokaneschools.org/Page/359>

Student Advisory Council

- <https://www.spokaneschools.org/Page/4917>

Resolution Tasks

- **Develop a strategic plan using a racial-equity lens in every SPS goal and objective by Spring 2021.**
- **Employee Training**
 - **New employees to participate in anti-racism and cultural responsiveness training before working with students; modification of training menu**
 - **All current employees**
 - **Anti-Racism professional development**
 - **WEA Cultural Responsiveness**
 - **Culturally Responsive Training for school community (including students, parents & partners)**
 - **Sustained Dialogue: Building Staff & School Community (facilitated)**

Curriculum

- **Advance equitable student-centered learning by providing cultural connection to:**
 - **Curriculum**
 - **Student agency**
 - **Project-based learning**
 - **Competency centered structures for grading, course completion, and advancement**

Increasing Student Voice

- **Collect input regarding racial equity**
 - **Enhance student surveys to include questions specifically about racial equity**
 - **Listening Sessions**
 - **Multicultural Clubs in every school**

Resources and Training

- **Provide resources to implement ongoing, researched based, social emotional learning curriculum, and emphasize wellness and anti-racism as key factors of student and staff success**
 - **Develop additional wellness and anti-racism resources for staff while providing a bi-annual report to the Board on outcomes**
- **Apply equity lens to current 2020-2021 budget development process to avoid reductions to intervention staffing and resources.**

Resources and Training

- **Ensure high levels of inclusion for students with disabilities and continue inclusionary practices pilot and invest professional development and resources moving forward.**
- **Establish systems and structures to ensure all students have equitable access to technology and are able to access distance learning**

Hiring Considerations and Special Positions

- **Spokane Public Schools will work with their Spokane Education Association (SEA) and Campus Resource Officer (CRO) partners to come to an agreement that will eliminate the need for employees to arrest students**
 - **Work through the summer with community partner input to develop new safety strategy to be in place when students return in the fall of 2020**
- **Spokane Public Schools will establish ambitious goals for increasing workforce diversity and will invest resources in recruitment and retention strategies**

Hiring Considerations and Special Positions

- **Hire Person of Color-Led Consulting Company with established experience in diversifying employee pools in large organizations; address all recommendations (with community feedback)**
- **Spokane Public Schools will invest in the development of a Person of Color-led Multi-Cultural Club in every-single-school, partnering with the Diversity Advisory Council to propose a model.**

Racial Discrimination and Exclusionary Discipline

- **The process for receiving and addressing student and family concerns around reported racial discrimination will be enhanced**
- **Formal strategies will be developed and communicated to families to address issues related to racial discrimination with community feedback**

Ombudsperson process

- **Spokane Public Schools will ensure oversight of exclusionary discipline**
 - **Creation of an Ombudsperson process to evaluate all long-term suspensions and expulsions and to partake in all Tier III re-entry meetings to ensure a safe and successful return to the classroom environment.**

QUESTIONS?

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