
Lafayette School District

INCLUSION & DIVERSITY: UPDATE

June 17, 2020

TONIGHT'S AGENDA

- What has the District been doing to foster positive school climate and a sense inclusion for all students in recent years?
 - What do the recent national and local issues around race and its role in our community mean for the Lafayette School District and our schools?
 - What next steps will the District be taking, both system wide and at its schools, with the respect to issues of race and broader issues of inclusion and diversity?
 - What questions or direction does the Governing Board have for District staff?
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TONIGHT'S AGENDA

- **District Team for tonight's presentation:**
 - > **Superintendent - Richard Whitmore**
 - > **Stanley Middle School Principal - Betsy Balmat**
 - > **Burton Valley Elementary School Principal - Meredith Dolley**

DISTRICT WORK ON INCLUSION & DIVERSITY

- Based on District mission, vision and goals:

Mission:

We embrace a rigorous, comprehensive curriculum to provide a quality education in a safe and nurturing environment. We commit to meet the needs of all students by fostering continuous learning and providing a global perspective based on respect and tolerance.

District goals for 2019-20 include:

- ... foster the wellness of all students so they feel supported and are able to succeed, regardless of socioeconomic status, race, culture or gender identity
 - Strengthen our school environments by investing in resources and employing processes that continue to build inclusive, supportive, just, racially and culturally responsible, and globally aware school communities.
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ONGOING PRACTICES AT BURTON VALLEY

- Character Education
 - Kindness Campaigns
 - Diversity and Inclusion Committee through PTA
 - EPOCH and Beyond Diversity Trainings
 - Looking at curriculum
 - Restorative Practices
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ONGOING PRACTICES AT MIDDLE SCHOOL

Stanley Goals:

- Build an inclusive community to support all students.
- Develop racially-conscious white students.

Listen/Learn:

- Student Lunches/Classroom Discussions
 - Meetings with Families
 - Beyond Diversity Training/Student Presentations to Faculty
 - Staff Reading/Reflection
 - Disaggregate Data - Academic and Climate
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ONGOING PRACTICES AT MIDDLE SCHOOL

Respond:

- Curriculum
 - School Theme/OBOS
 - Materials - History Curriculum and Literature
 - Presentations on Standards of Performance
- Restorative Practices
- Student Leadership Class - Equity and Inclusion Team

ONGOING PRACTICES AT THE DISTRICT

- Partnering with the Acalanes Union High School District on programs for administrators and teachers, primarily through “Beyond Diversity”
 - ❖ “Understand the impact of race on student learning and investigate the role that racism plays in institutionalizing academic achievement disparities”
 - ❖ “Powerful, personally transforming”
 - Committee invited and assembled but rescheduled due to pandemic, now scheduled to meet
 - Exploring district-wide options for equity leadership
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PLANS FOR THE FUTURE AT BURTON VALLEY ELEMENTARY

- Continue to move from inclusive practices to anti-racist culture
 - **KidsLitBlackLivesRally:**
"Librarians, if you only read black authors during Black History Month, there is work to do.
Teachers, if your books reflect pain and injustice only, there is work to do."
~Owner of Brown Bookshelf
 - Listen, learn, partner
 - Staff unpacking Teaching Tolerance Standards
 - Further examine and modify our curriculum to reflect a more honest depiction
 - Continue to broaden the list of read alouds/classroom libraries
 - Facilitate ongoing, explicit conversations about race with families and with students on a regular basis
 - Continue our Diversity and Inclusion Parent Committee
 - Create a student Diversity and Inclusion Committee
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PLANS FOR THE FUTURE AT STANLEY MIDDLE SCHOOL

- PTA Committee on Race, Diversity, and Inclusion
 - Systematic Approach to Addressing Race
 - Strengthen Use of Data
 - Identification of Racist Acts in Handbook and Student Communication
 - Instruction on Microaggressions
 - Deepen Partnership with Former Wildcats
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PLANS FOR THE FUTURE AT THE DISTRICT

- Organize “District Equity Leadership Teams” and the transition into “School Equity Leadership Teams” as school resumes in August, and ensure long-term commitment
 - Review school-based practices with principals and district leadership and agree on common approaches where and whenever most impactful for student experiences
 - Embrace explicit conversation about race in planning, program development, and in daily life with students and teachers
 - Explore more deeply the impact of race on student achievement (and accommodate the lack of CAASPP testing)
 - Enrich the curriculum through experiential learning that is culturally responsive, through units that expand learning about race, and by bringing a more constant lens of race to existing curriculum in the district
 - Identify immediate training opportunities to build teacher and administrator understanding while a stronger foundation is built district wide (e.g., Beyond Diversity, Teaching Tolerance, No Place for Hate, etc.)
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CHALLENGES

We can meet these challenges but only if we acknowledge them first:

- Operating in a pandemic with all of our stakeholders -- parents, teachers, and students
- Creating the right amount of time for the District team to be on-the-job learners with school reopening also in front of us
- Locating the most important work at the right level -- classroom, school, District, broader community

FAQ'S WE HEAR FROM THE COMMUNITY

- Can we have a survey on race that can be disaggregated so we see how students and/or parents feel about the school culture and environment?
 - Why don't we hire more teachers of color?
 - What are we doing to educate our staff about implicit bias?
 - Why aren't there more books available in our libraries that talk about race?
 - What is the approach to discipline when we see an incident with a race component?
 - What is the experience of our families of color during the pandemic and with distance learning?
 - How can parents who are interested in these issues work effectively with the District to pursue these goals?
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Governing Board Questions and Comments