

Vision

The Port Townsend School District is committed to ensuring equitable outcomes for all students regardless of race, ethnicity, gender, home language, ability, religion or socio-economic status by engaging and supporting each and every student. We recognize harm has been caused by bias within the District, and will work to foster equity, safety and a sense of belonging. This policy serves as a statement of purpose, commitment and a framework for moving forward to address inequitable policies and practices.

To create a healthy and caring environment where students, staff and community members feel they belong, we commit to:

- partnering with families and communities to promote student learning and social and emotional growth;
- using inclusionary practices, including universal screening and early interventions for academics and social and emotional development;
- promoting holistic wellness through healthy food, fitness, and positive identity development;
- building strong supportive relationships;
- providing restorative and transformative approaches to discipline and access to mental health resources
- matching levels of support needed for each individual student's success to close opportunity gaps;
- raising awareness of exclusionary behaviors and language in our school community and responding appropriately to communicate that they will not be tolerated;
- eliminating hierarchies based on racial categories and socio-economic privilege within our practices and policies;
- ensuring that schools and classrooms are safe and inclusive for all people; and,
- creating equitable outcomes for all.

Beliefs and Acknowledgements

The District acknowledges the harmful impacts of systemic, institutional, and individual racism on past and current generations of our students, families, and staff. Our schools do not always provide a safe, nurturing, and empowering environment for students, staff or community members of Black, Indigenous, Latino/a/x, Asian, American Indian, Alaska Native, and Pacific Islander heritage. We also know there are others of mixed race heritage who have experienced racial harm who might not fit into one of these categories. We understand that our attitude towards and response to racism in our schools must foster the intellectual, physical and emotional well-being of every young person within our community.

In this work, we will center the experiences of our current students and invite them to co-lead these efforts. We will engage the community in an active dialogue on the change management aspects of all these initiatives, as a model for intentionally refocusing our relationships to one another. We expect to experience discomfort as our practices and work follow a growth mindset trajectory. We also expect that we will create discomfort for others who are content with the current environment. We are committed to ongoing listening and repairing harm to support the wellness of every student and staff member.

Procedure(s)

Equity, Race & Identity Policy 0100

This policy will be reviewed at least every 3 years to reflect current practices, procedures and language/definitions. An equity report (an appendix tbd) will be presented to the board annually.

To support the District's commitments the superintendent will supervise a plan to include the following action steps:

- professional learning for all staff
- adopting culturally-responsive curriculum
- promoting student voice in decision making
- providing student supports such as student unions
- partnering with families and community
- analyzing outcome and perception data disaggregated by student groups

Cross References:

Policy 2020	Instructional Materials
Policy 2190	Highly-Capable Program
Policy 2313	Free or Inexpensive Materials
Policy 2331	Study of Controversial Issues/Guest Speakers
Policy 3113	Social Emotional Climate
Policy 3205	Sexual Harassment of Students Prohibited
Policy 3207	Prohibition of Harassment, Intimidation, or Bullying
Policy 3210	Nondiscrimination
Policy 3211	Gender-Inclusive Schools
Policy 3241	Student Discipline
Policy 3501	Athletics Title IX Evaluation
Policy 3520	Student Fees, Fines, Charges 3520
Policy 3535	Financial Aid Advising Day
Policy 4050	Data Sharing with Local Tribes
Policy 4130	Title I Parent and Family Involvement
Policy 4218	Language Access
Policy 4301	Limiting Immigration Enforcement in Schools
Policy 4310	Relations with Law Enforcement, Fire Department, Child Protective Agencies and The County Health Department 4310
Policy 5010	Nondiscrimination and Affirmative Action 5010

Equity, Race & Identity Policy 0100

Polciy 5520 Staff Development 5520

Policy 6700 Wellness Policy 6700

Legal References:

RCW 28A.642 Discrimination prohibited

RCW 28A.640 Sexual Equality

RCW 49.60 Discrimination – Human Rights Commission

WAC 392-190 Equal Educational Opportunity

WAC 162 Human Rights Commission

Title 28A.640 RCW Sexual Equality

Title 28A.642 RCW Discrimination Prohibition

Date: 9/15/22

PORT TOWNSEND SCHOOL DISTRICT NO. 50