

**A Call to Action: Path to Creating Educational Racial Equity
Take Action: Jason Lee Middle School 2016-2017**

Curriculum and Instruction

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Culturally Relevant Teaching	Professional Development Book Studies Critical Conversations CRT (Feedback and Reflection)	Educators will implement CRT strategies for all students in an effort to meet their meet their needs	Professional Development	Instructional Coach Administration All Staff AVID Coordinator Department Heads

Classroom Practices

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Lack of Professional Development in relation to culturally relevant teaching strategies	Implement professional development in all staff meetings (which includes waiver days).	Teachers will gain knowledge towards meeting the needs of ALL students through understanding strategies to implement in all classrooms.	Professional Development Book Study	Krystal Keller-AVID Ryan Prosser- Instructional Coach Natasha Wyatt-Culture and Climate

Community & Family Engagement

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Lack of Parent Involvement Activities	Develop a variety of parent involvement programs and opportunities	Parents will become actively engaged in their students learning and the school community	Funds Safe place for parents to come and feel welcomed	Parent Connection 20/20 Vision program counseling center PTA

Beliefs and Attitudes

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Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Creating a culture for learning through the four pillars: Respectful, Responsible, compassionate, and safe	Creating Pride through assemblies and class competitions	Students build ownership of the learning environment by developing a sense of pride	Signs	TWCI SCDM Culture and Climate

School Policies

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Discipline	Progressive discipline policy changes restorative justice practices	Jason Lee will increase the number of students w/o suspension or expulsion to 80% Decrease the number of students with behaviors that result in state reported actions to less than 20%	Volunteers Professional Development Books focused on new practices	TWCI Administration Team

Professional Development

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Culturally relevant teaching professional development at all waiver days	Waiver day professional development developed by AVID and	Professional development and data related to our students of color	CRT Newsletter CRT Scholarly readings CRT Walkthroughs	Culture and Climate committee

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	culture and climate committee			
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School Climate

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Continue to implement The Whole Child Initiative and positive behavior within our school	Advisory lessons focused on our pillars Monitoring data	Jason Lee will continue to implement The Whole Child Initiative and positive behavior school-wide	Check in/Check out Check and connect TWCI support from UWT	TWCI committee

Decision Making

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Understanding who we serve as educators	Understanding our why? Understanding who? Understanding the needs of all students Attending professional development on differentiated instruction Community Walkthrough	All students needs will be met	Professional Development	Administration

Resource Allocation

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
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Lack of resources	Developing partnerships in the community through networking opportunities	Based on resources being provided the students and staff will be able to get their needs met and be successful in their practices	Volunteers Increase community partnerships Increase students resources: supplies, uniforms, clothing closet, and food closet	SCDM Community members Counseling center Partners
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Human Resources Workforce

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
People of color identified in the professional learning community	Recruitment in colleges Recruitment in High School Programs to promote education as a career opportunity	People of color will be inspired to become educators through understanding the need to be models to students of color	Funding for college bound programs	Tacoma Public School District HS Counselors Admittance advisors at local colleges Recruitment officers at HR events

Student Discipline

Identified Barrier	Strategies to Address Barrier	Identified Outcomes	Resources Needed	Person(s) Responsible
Boys of Color suspension and expulsion rates	Restorative Justice Practices	Jason Lee's boys of color will feel supported through discipline practices that hold them accountable and will not provide punitive punishments	Volunteers	Counselors 20/20 vision program Volunteers administration

Review your list and select the top three areas you will begin with in creating a bridge to racial equity.

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1. Culturally Relevant Teaching professional development at all waiver days

2. Boys of color seen as a discipline issue based on the data

3. Parent involvement
