

MONITORING REPORT

Outcome 4

March 9, 2020

OUTCOME 4

OUR STUDENTS WILL HAVE THE SKILLS, KNOWLEDGE AND COURAGE TO IDENTIFY AND CONFRONT PERSONAL, SYSTEMIC AND SOCIETAL BIAS.

Outcome 4 Indicators

Our Students Will:

1. Develop an appreciation of world cultures, which may include the understanding of the basic structure of another world language.
2. Be well versed in local, national and world history and understand how prejudice, racism and xenophobia have contributed to conflict.
3. Demonstrate the ability to recognize that biased attitudes expressed consistently over time gradually distort perceptions until stereotypes and myths about people different from oneself are accepted as reality.
4. Empower themselves to interrupt discriminatory remarks and attitudes.
5. Evaluate the significance and dependability of information used to support positions.
6. Analyze the validity, reliability and credibility of information from a variety of primary and secondary sources while researching an issue or event.

OUTCOME 4 ANCHOR METRIC

Metric: Causes of Conflict CBA

Goal: 100% participation and 80% proficiency

District Improvement Action Plan

- A.** Provide staff CBA training and ensure all schools are implementing Cause and Conflict CBA. **4.2/4.3/4.4.4/4.5/4.6**
- B.** Collaborate and partner with local tribes to inform trainings for all staff on Since Time Immemorial (STI) to ensure a common understanding and establish where STI lessons will be taught to all students. **4.2**
- C.** Continue workshop and training opportunities for staff to eliminate inaccessible documents and information posted on the website to increase accessibility for students and families. **4.3/4.4**
- D.** Translate essential documents into other languages to increase accessibility for students and families. **4.3/4.4**
- E.** Continue and expand professional development and support for all staff on culturally responsive practices
- F.** Develop and implement a Board Policy on Translations. **4.4**
- G.** Develop and implement a Board Policy on Equity. **4.3**
- H.** Provide all students access to digital citizenship and media literacy curriculum to increase awareness of the importance of news and media validity, and the impact of digital drama and hate speech. **4.1/4.3/4.5/4.6**
- I.** Explore options for increasing world language opportunities for students. **4.1**
- J.** Analyze discipline data by demographics and programs to identify and address disproportionality. **4.2/4.3**
- K.** Provide resources to implement Restorative Justice practices in all secondary schools. **4.3**

Work in Progress

CBA

- [Baseline data background](#)
- [Professional development](#)
- [Causes of Conflict Grade Level Administration](#)
- [SS Standards](#)
- [CBA and rubrics](#)

Tribal Sovereignty Curriculum - Since Time Immemorial

- [Professional development](#)
- [Ties to CBA](#)
- [Grades 4 and 7 Progress](#)
- [Giving Thanks: a Culturally Responsive Way to Address Thanksgiving](#)

Work in Progress

Tribal Relations

- [Professional development](#)
- [Events and Ongoing Communication](#)

Accessibility

- [Website Accessibility Notice](#)
- [Accessibility Specialist/Training](#)
- [School and Department WebTechs](#)
- Professional Development
 - [Leadership Basic Training](#)
 - [Webmaster Trainings](#)
 - [Annual All-Staff Trainings](#)
 - [Workshops / PD Catalog](#)
 - [Weekly Staff Blog Tips](#)
- Student Engagement
- Technology/VPAT
- [Community Engagement /Resources](#)
- [Ongoing Website Scanning](#)
- [District Website](#)

Work in Progress

Translations and Interpreting

- Translations
 - [OSD Multi-Language Welcome Poster](#)
 - [Website, newsletter, blog posts](#)
 - [Home Language Survey Data](#)
 - [Translated Documents](#)
 - Language Access Model [Policy](#) and [Procedure](#)
 - Messaging (calls) in native languages; EL Family Night
- Interpreting Services

Digital Citizenship

- Student
 - Annual Dig Cit/Internet Safety
 - 1:1 best practices
 - OHS - [Oly Way](#); Community Cafe
- Staff
 - Common Sense Media cert PD
 - 2019-20 Kick off with Jeff Utecht
 - Principal and staff PD with JU
 - [Scope/Sequence](#)
- Community
 - Screenagers/Screenagers 2
 - LIKE
 - Jeff Utecht Presentation

Work in Progress

Discipline

- **Professional development:** Principals have received training on new State discipline laws. Schools are adapting new laws to reduce suspensions and exclusionary time from classrooms.
- **Analytics:** [Discipline Summary Data](#)

Restorative Practices

- **Professional Development:** Secondary Ed Dept has facilitated a 4 part training through the 2019-20 School year. Breanne Keys, Restorative teacher and trainer has facilitated. Various buildings have participated in restorative practice training in Seattle.
- **District Support:** Each middle and high school was given FTE to support implementation of Restorative practice at the building.
- **Analytics:** [Restorative Practices Summary Data](#)

Work in Progress

Other

- Family Engagement PD 8/7/2019
- Family Engagement PD 2/25/2020
- [Equity with Caprice](#)
- [World Languages](#)