



# Mount Baker Equity School Board Presentation

January 20, 2021

# Land Acknowledgment

As we gather, we respectfully acknowledge that we learn, live, reflect, and teach on the ancestral homelands of Tribes, Bands, and First Nations, including **Coast Salish, Lower Skagit, and Upper Skagit.**

We would like to express respect and gratitude for our Indigenous neighbors for their care and protection of our shared lands and waterways and celebrate the resilience and strength that Indigenous peoples have shown and continue to show.

To acknowledge this land is to critically reflect on a history that includes disease, displacement, violence, and loss of land, and to recognize our place in that history.

We offer this acknowledgement as a first step in honoring the relationship with land we share, and a call towards further learning and action.

# Presenters- MBMS Equity Facilitators

Daisy Cenicerros (she/ella) ELL Multilingual Paraeducator

Gayle Clark (she/ella) Dean of Students

Bergitte Olsen (she/ella) ELA teacher

Kelsey Rickard (she/ella) ELA and AVID teacher

# MBMS Equity Leadership Team

- Meets every week for an hour
- Team includes
  - Jen Harlan- Principal
  - LeAnne Plumly- Assistant Principal
  - Gayle Clark- Dean of Students
  - Daisy Cienceros- Equity Lead Facilitator
  - Bergitte Olsen- Equity Lead Facilitator
  - Kelsey Rickard- Equity Lead Facilitator
- Application process for Equity Lead Facilitators
- Training with Kaitlinn Morin and Madison Wolter
  - Individual journey in equity
  - Mission and Norm building

# Equity Leadership Team Mission

The MBMS Equity Team commits to prioritizing equity and justice in order to build and sustain an inclusive school community where social identities and contexts do not predict academic, social, or behavioral outcomes.

## Community Agreements



### Confidentiality

What is said in this space, stays in this space.



### Connection & Growth

Actively seek connection and growth among the group.



### Consider Positionality

How does your position impact your perspective? The response to your reaction?



### Impact over Intent

Honor that the impact of your response is more valuable than the intent.



### Lean In

Lean in to discomfort and engage in self-reflection



### Listen for Understanding

Suspend judgement and reactions.



### Have Patience

Understand that we all have different understandings on justice.



### Name your Needs

Speak what you need from the group, and be responsive to others.

# MBMS Equity PLC

- Equity PLC was established in 2018 as one of the first spaces for collaborative equity work at MBMS
- Meets every other week for an hour
- Regularly have about 10-15 staff members
- Article discussions
- Problems of practice related to equity
  - Student engagement
  - Parent communication
  - Teaching Tolerance Social Justice Standards

# **District Equity Policy Goal:** Ensure cultures of equity that transform inequitable policies and systems

## **Priority strategies from District Equity Action Plan**

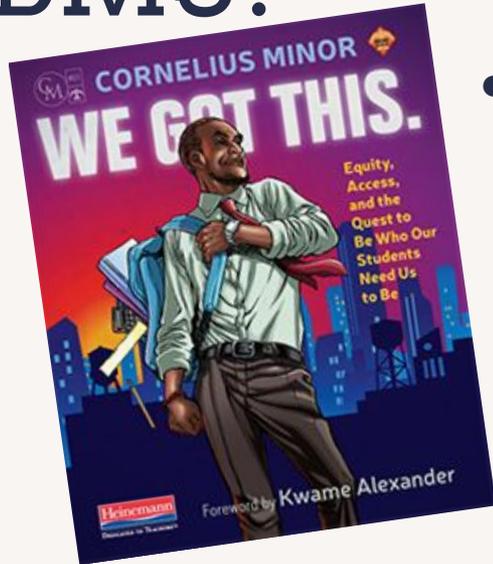
- Provide racial equity training for staff (certificated and classified)
- Provide ongoing support for Equity Leads and principals in their work with staff to disrupt “historical frameworks of implicit and/or explicit discrimination and bias” to improve student outcomes.

### **MBMS area of focus:**

Provide learning opportunities and trainings for staff in staff meetings and classified meetings around racial equity, discrimination and bias.

[MBMS Equity Building Plan](#)

# What are we doing to meet this goal at MBMS?



- Equity facilitators lead activities in weekly staff meetings:
  - Building community and trust among staff
  - Implicit/explicit bias (future)
  - Continue collaborative learning around Racial Equity Policy
- Partnering with Northwest Youth Services/Queer Youth Project
- Staff book study: [We Got This. Equity, Access, and the Quest to Be Who Our Students Need Us to Be](#) by Cornelius Minor
  - 38 staff members participating!
  - Classified staff book study is being organized by Gayle and Daisy.

**District Equity Policy Goal:** Provide instruction, curriculum, and learning environments reflecting the strengths and needs of our students allowing them to reach their academic potential

**Priority strategies from District Equity Action Plan**

- Develop a systematic process to provide support and training for staff to organize and coordinate instructional resources by grade level that align to the Social Justice Standards.

**MBMS area of focus:**

- Provide learning opportunities and training for staff in staff meetings and classified meetings around teaching tolerance social justice standards.
- Time to unpack the standards.
- Gather resources by content area. Examine examples of what this could look like within multiple content areas.
- Future: Provide guidance and time to collaborate within content areas to integrate social justice standards

# What are we doing to meet this goal at MBMS?

- Many staff members participated in District (optional) PD Day on 19th Training on Teaching Tolerance Social Justice Standards
- Certificated Staff Meeting Activities:
  - Unpacking TT SJS
  - How they might be incorporated into content areas



Thank you for learning about our school's ongoing equity journey.

We appreciate your continued support for our equity work!

Any questions?

