

Seattle School District No. 1
Board Resolution

Resolution No. 2019/20-38



A RESOLUTION of the Board of Directors of Seattle School District No. 1, King County, Seattle, Washington to affirm Seattle Public Schools' commitment to Black students.

WHEREAS, Seattle Public Schools serves more than 8,000¹ Black students who make up over fourteen percent of the district's student population; and

WHEREAS, Seattle Public Schools has committed itself to addressing systemic racism via Board Policy No. 0030², Ensuring Educational and Racial Equity; and

WHEREAS, the Seattle Public Schools strategic initiatives³ are focused on ensuring racial equity in our educational system by unapologetically addressing the needs of students of color who are furthest from educational justice and working to undo legacies of racism through closing gaps in service to African American males and other students of color furthest from educational justice; and

WHEREAS, the Seattle School Board unanimously adopted Resolution No. 2019/20-23⁴ to declare that the lives of Black students matter and affirmed the Seattle School Board's commitment to racial justice and recognition that the lives and lived experiences of our Black youth matter, not just during Black History Month, but every single day.

WHEREAS, in the United States, Black students are three-times more likely to be suspended than their peers and in our state, according to the Washington Office of Superintendent of Public Instruction, Black males and other students of color are disproportionately disciplined at a rate of 6.5% as compared to 1% for white students. And in Seattle, Black students and students of color are disproportionately disciplined and removed from the educational environment⁵; and

WHEREAS, according to research conducted by ACLU, a criminal arrest as a juvenile has dire consequences as a first-time arrest doubles the odds that a student will drop out of high school and a first-time court appearance quadruples the odds that a student will drop out of school⁶; and

¹ <https://washingtonstatereportcard.ospi.k12.wa.us/ReportCard/ViewSchoolOrDistrict/100229>

² https://www.seattleschools.org/district/district_quick_facts/initiatives/policy_0030

³ https://www.seattleschools.org/district/district_quick_facts/strategic_plan

⁴ <https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=88502243>

⁵ https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=25571096#Graph_14

⁶ <https://www.edweek.org/ew/articles/2017/01/25/Black-students-more-likely-to-be-arrested.html>

WHEREAS, per Board Resolution 2017/17-18, Seattle Public Schools stands against gun violence and the arming of educators; and

WHEREAS, a relationship with the criminal justice system for the express purposes of eliminating the school to prison pipeline AND protecting our students from violence, trafficking, violence and abuse is paramount, the routine presence of active duty law enforcement presence in our schools and events is not a consistently proven means to do so and in fact, by definition, creates greater opportunity for criminalization rather than an express focus on communication, collaboration, information and relationship building; and

WHEREAS, police shootings are gun violence and over 1,000 people each year are killed by the police in America and 25% of those killed are Black despite being only 16% of the population⁷; and

WHEREAS, when compared to white people, Black people and African Americans are twice as likely to be killed by police in Seattle and three times as likely to be killed by police in Washington state⁸; and

WHEREAS, the District's collective bargaining agreement⁹ with the Principal Association of Seattle Schools (PASS) does not explicitly address the relationship of district schools with law enforcement and SEA agreement language remains out of compliance and deficit-based; and

WHEREAS, implicit bias, racism, and lack of cultural-competence amongst school staff causes harm¹⁰ to children of color¹¹; and

WHEREAS, Holistic Social Emotional Learning and healing happens where the mind and the body and the spirit meet, and every culture and community has passed this learning down since time immemorial as wisdom¹². Thus, social and emotional management systems reside and thrive within and emanate from our Black students along with their brilliance.

NOW THEREFORE, BE IT

RESOLVED, that Black Lives don't just matter, they are worthy, beloved, and needed. So, when we utilize holistic social emotional learning to support students, abandoning notions of policing and pathology, we meet with students and community to learn the wisdom that already exists and design social management systems that authentically recognize and value Black lives and knowledge.

⁷ <https://mappingpoliceviolence.org/>

⁸ <https://mappingpoliceviolence.org/>

⁹ <https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=15568#PASS>

¹⁰ https://www.naacpldf.org/files/about-us/Bias_Reportv2017_30_11_FINAL.pdf

¹¹ <https://www.edweek.org/ew/articles/2019/03/20/dear-white-teachers-you-cant-love-your.html>

¹² https://greatergood.berkeley.edu/article/item/why_dont_students_take_social_emotional_learning_home

BE IT FURTHER RESOLVED, that the Board commits to, by accountably engaging in substantive and substantial family and community engagement, reexamine and amend as appropriate School Board Policy Nos. 3200¹³, Written Rules of Student Conduct; 3240, Student Behavior and Disciplinary Responses; and 4310, Relations with Law Enforcement, Child Protective Services, and the County Health Department; to ensure consistency with the following principles that:

- Utilize de-escalation techniques and restorative justice programs, which should reduce exclusionary practices and narrow racial disparities in discipline;
- School administrators and teachers have the skill, and the resources to improve their skill, to maintain order and conduct of their students, schools, and classrooms;
- Law enforcement should not be involved in enforcing the rules of student conduct;
- The role of law enforcement in district schools must be clearly defined; and
- The district will minimize, with the goal to eliminate, the number of school-based arrests and citations while maintaining safe school environments; and
- Monitoring and detailed reporting of school-based law enforcement interactions will promote effectiveness and accountability.

BE IT FURTHER RESOLVED, that the Seattle School Board commits to introducing Board Policy No. 0040, Anti-Racism.

BE IT FURTHER RESOLVED, that District staff will prioritize work with PASS and labor partners to include express racial equity analysis as it pertains to law enforcement in schools. The District and SEA are strongly encouraged to complete the most recent bargain to “Establish joint work group to revise and update Certificated, Article III – General Rights and Responsibilities, Section F, G, and H related to safety, security and employee responsibilities. (outdated terms lacking restorative justice and racial equity lens, and terms are no longer compliant with RCW and WACS) This work is to be completed in 2019-2020 for submission to SEA and SPS Board for approval for contract implementation in 2020-2021,¹⁴” and utilize the agreement to commit to limiting police presence in our schools.

BE IT FURTHER RESOLVED, that the Board directs Superintendent Juneau to (1) develop a Black studies curriculum for use in grades K-5 that will intertwine anti-racist Black language pedagogy and practices through all subjects and (2) create a stand-alone Black studies course for

¹³ <https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=15630#gsc.tab=0>

¹⁴ <https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=15568#SEA>

middle and high school students that will be required for graduation from Seattle Public Schools. We expect this work to go through an extensive community engagement process including, but not limited to, the Office of African American Male Achievement Student Advisory Council, NAACP Youth Council, and other groups or individuals of Black educators, students, community-based organizations, and organizers.

BE IT FURTHER RESOLVED, that the District will commit to a moratorium on the utilization of the Seattle Police Department's School Emphasis Officers and School Resources Officers programs and providing replacements supported by community. The duration of the moratorium is indefinite. During this the moratorium:

- The District and Board will work in consultation with school communities, particularly Black and Indigenous families and students most directly impacted by policing in schools, to identify alternative, community-based, restorative mentorship for schools impacted by the programs' cessation.
- The District and Board shall work with the City of Seattle, King County Prosecuting Attorney's Office and other leadership to demand social supports and resources to enhance student growth, learning and safety in schools and communication that keeps students safe.

BE IT FURTHER RESOLVED, that the Superintendent shall report back to the Board on the status of, and plan for, implementation of each point in the above resolution within 120 days.

ADOPTED this 24th day of June, 2020

Zachary DeWolf, President

Chandra N. Hampson, Vice President

Leslie Harris, Member-at-Large

Brandon K. Hersey

Eden Mack

Liza Rankin

Lisa Rivera-Smith

ATTEST: _____
Denise Juneau, Superintendent
Secretary, Board of Directors
Seattle School District No. 1
King County, WA