

**ALBANY UNIFIED SCHOOL DISTRICT
BOARD AGENDA BACKUP**

Regular Board Meeting of May 9, 2017

ITEM: PROMOTING SAFE, SUPPORTIVE, AND COLLABORATIVE ENVIRONMENTS FOR ALL STUDENTS AND STAFF

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TYPE OF ITEM: STAFF REPORT

PURPOSE:

The purpose of this staff report is to provide the Governing Board and community with information regarding the activities taking place throughout the District to promote a safe, supportive, and collaborative environment for all students and staff.

BACKGROUND INFORMATION:

In response to issues of discrimination and inequity, the Governing Board, District staff, and members of the Albany community have been engaged in dialogue around strategies to ensure respect, inclusion, and empathy for all members of the learning community. This staff report is not all-inclusive. District staff will highlight some of the proactive steps students, staff, and community members are initiating in order to improve the culture and climate of our school community.

DETAILS:

Resource Gathering

The Governing Board, site staff, and community members have been suggesting resources and action steps that can be implemented to improve the climate and culture of our schools. District staff have been cataloging the resources in preparation for consideration by the Task Force. To date there have been over fifty suggestions that address the following major themes:

- Student Engagement
- Parent and Community Engagement
- Staff Professional Development
- District Policies

Student led Conversations about Race and Inequity

A team of high school students, parents, and teachers have come together to focus on healing and to address broader societal issues including racism and misogyny. This team hopes to implement a facilitated discussion around issues of discrimination and oppression. The goal is that all Albany High School students will participate in a structured discussion with their peers. In collaboration with students, the curriculum for this discussion has been developed by community members who have experience in dealing with issues of social justice. Students, parents and community members are working closely with the site administration to ensure the implementation is thoughtful and productive.

In another example of students taking the initiative to address issues of inequity and discrimination, students from Albany High School met with elementary principals to explore the development and implementation of curriculum that addresses issues of race, prejudice, body awareness, gender, upstanding and bystanding. The goal is that this curriculum would be developed for students in the upper elementary grades and would complement the programs already in place at the elementary schools. The high school students will be meeting with site Instructional Leadership Teams (ILTs) to further discuss their proposal.

The AHS Student Equity Advisory Council (SEAC) met on Thursday to discuss their focus for next year. Students expressed an interest in taking on several aspect of social media and how to educate students, staff, and parents. They are also interested in Board Policy on cyber-bullying and harassment.

Community Engagement Sessions

All schools have hosted or plan to host community engagement sessions in order to discuss issues of racism and discrimination, with their students, staff and community. Schools have been sharing resources and strategies for structuring these important conversations, and site principals have, or will be, synthesizing and analyzing the data gathered in those conversations to plan possible next steps.

Restorative Justice

In response to the very heartfelt and emotional exchange between two parents and one of the targeted students at the April 25 Governing Board meeting, staff has been working to provide a restorative justice service to begin soon. District staff is currently reviewing potential facilitators for this work.

STRATEGIC GOALS ADDRESSED:



Objective #3: Communicate and Lead Together. Goal: All stakeholders will collaborate and communicate about decisions that guide the sites and district.

RECOMMENDATION: RECEIVE THE STAFF REPORT ON PROMOTING SAFE, SUPPORTIVE, AND COLLABORATIVE ENVIRONMENTS FOR ALL STUDENTS