



SCHOOL BOARD ACTION REPORT

DATE: June 9, 2020
FROM: Directors Brandon Hersey, Zachary DeWolf and Chandra Hampson

For Introduction: June 24, 2020
For Action: June 24, 2020

1. TITLE

Resolution 2019/20-38 Affirming Seattle Public Schools' commitment to Black students.

2. PURPOSE

This Board Action Report presents a resolution in support of meaningful actions that affirm its commitment to Black students and their safety and success in Seattle Public Schools and in America.

3. RECOMMENDED MOTION

I move that the School Board approve Resolution 2019/20-38 Affirming Seattle Public Schools' commitment to Black students. Immediate action is in the best interest of the district.

4. BACKGROUND INFORMATION

- a. **Background** In response to the brutal murder of George Floyd, an African American father, by a police officer in Minneapolis on Memorial Day 2020 (amidst daily, ongoing, nationwide protest of police violence against Black people), school relationships with law enforcement were brought into question throughout the country and here in Seattle. We have "School Emphasis Officers" in four schools and one School Resource Officer. They are financially supported by SPD, with no funding from SPS, and have largely been in place since 2005. Documentation, policy and clarity around the history, structure and guidelines for these relationships outside of the individual school community is inappropriately limited.
- b. As such, SPS is reevaluating the role of School Emphasis Officers in our schools. SPS does not currently have any contracts with the Seattle Police Department outside of providing security at athletic events. In each of these scenarios, SEOs, the SRO and athletic/event security provided by SPD, the officers are armed and on duty. The communities and leadership in these schools have rightfully demanded to be consulted before SPS considers a shift in our relationship with law enforcement there.
- c. In consideration of Mr. Floyd's and other murders and violence by police systems across our country, SPS issued the following statement: "Seattle Public Schools stands firmly with our students, families, and staff against the continued attacks on Black community members, including violence committed by law enforcement officers here in Seattle. SPS is committed to dismantling white supremacy and anti-Black racism that occurs within and beyond schools. First and foremost, we will do whatever it takes to dismantle racism in our own system."

- d. Seattle School board members drafted Resolution 2019/20-38 affirming Seattle Schools support of Black students and their right to physical, psychological, cultural freedom and educational opportunity. It responds to the ongoing criminalization of Black humans, systemic anti-black racism, and hundreds of years of oppression and enslavement following colonial abduction of these same humans from their indigenous lands. Despite the label of freedom our Black children learn about America in their textbooks, recent events tragically confirm once again, that we graduate (at disproportionately lower rates) our Black students into a society that does not believe they are free and actively seeks to oppress, incarcerate, diminish, appropriate and harm our black brothers and sisters.
- e. On the shoulders of decades of advocacy in Seattle Public Schools by the Black and allied communities of color, Seattle School Board adopted Board Policy No. 0030, Ensuring Educational and Racial Equity. AAMAC officially formed in June 2016. The African American Male Advisory Committee's (AAMAC) roots go back to the original African American Male Think Tank, a group that, in 2015, authored six initiatives whose purpose was to improve the quality of life and education for all African American males within Seattle Public Schools. Five of those six initiatives were operational and the positive effects, such as establishing a method for authentic community engagement and providing professional development addressing racism, implicit bias, trauma, social justice, equity, and culturally responsive pedagogy. In 2018 AAMAC revised their mission to: African American Males are the Architects of their Own Dreams. In 2019, Seattle Public Schools created the Department of African American Male Achievement.
- f. Yet, despite the aforementioned, resolutions in support of Black Lives Matter (in Schools), and the express strategic focus on eliminating disparities and disproportionality, District policy on law enforcement and clarity regarding the presence and utilization is dangerously lacking. This is statistically more impactful for Black students who are continually criminalized in our schools due to implicit bias. Lack of clarity around said relationships in Board Policy through to Collective Bargaining agreements and lack of express commitment to mitigating implicit bias does not match our stated commitment.
- g. Additionally, we recognize that social shifts necessary to eliminate dangerous bias start in early education. If we do not accurately and authentically represent the truthful history and uphold the rich and endogenous wisdom and brilliance of our Black students, we are educating students to uphold rather than eliminate racism.
- h. **Alternatives** Not approve the resolution. This alternative is not recommended, as Seattle Public Schools Board Policy No. 0030, Ensuring Educational and Racial Equity, and our Strategic Plan assert the district's commitment to actions that achieve equitable access, safe & welcoming environments, and recognize diversity in Seattle Public Schools and a targeted universalist approach to ending opportunity gaps for Black Males.
- i. **Research**
 - 1. <https://www.seattle.gov/police/community-policing/school-emphasis-officers>
 - 2. naacpldf.org/files/about-us/bias_reportv2017_30_FINAL.pdf
 - 3. [Mappingpoliceviolence.org](https://mappingpoliceviolence.org)
 - 4. [OSPI.org](https://ospi.org)
 - 5. [Aclunc.org/docs/appendix-c-aclu-Board-Policy.pdf](https://aclunc.org/docs/appendix-c-aclu-Board-Policy.pdf)
 - 6. [Aclu-wa.org/docs/students-not-suspects-need-reform-school-policing-washington-state](https://aclu-wa.org/docs/students-not-suspects-need-reform-school-policing-washington-state)

5. **FISCAL IMPACT/REVENUE SOURCE**

Fiscal impact to this action will become relevant if policy changes are enacted as a result. That said, Seattle Schools does not currently have a financial relationship with Seattle Police Department as such. Non-utilization of armed police officers for events is likely to be cost neutral or savings. Budget for Ethnic Studies already exists for 2020-21, this request is for a starting focus on Black Studies. Additional cost would be related to community engagement regarding the reframing of the four SEO and one SRO in SPS, and potentially costs associated with alternatives for those four positions outside of law enforcement as SPS doesn't currently incur that cost.

Fiscal impact analysis is ongoing, and this section will be completed prior to Board Introduction.

Expenditure: ☐ One-time ☐ Annual ☐ Multi-Year ☐ N/A

Revenue: ☐ One-time ☐ Annual ☐ Multi-Year ☐ N/A

6. **COMMUNITY ENGAGEMENT**

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

☐ Not applicable

☐ Tier 1: Inform

☒ Tier 2: Consult/Involve

☐ Tier 3: Collaborate

The board received an enumerate amount of feedback concerning our current relationship with Seattle Police Department. The moratorium on this relationship will give the board and senior leadership the opportunity to meet with the students, educators, administrators, and families regarding their experience with Student Emphasis Officers in order to better understand their role and to make an informed decision on their presence in our schools going forward.

7. **EQUITY ANALYSIS**

We believe the Racial Equity Analysis Tool will indicate that the resolution will have an overall positive benefit for Black students and families in Seattle Public Schools as its elements are worked through individually. We will complete the analysis as we consider the component shifts in policy, procedure and as we engage community regarding the prospective changes to law enforcement relationships. While this is a specific resolution in support of students furthest from educational justice and consistent with demands we have received from community thus far, the analysis will require significantly more input from students, families and key stakeholders.

8. STUDENT BENEFIT

Students have an incredibly powerful voice in our district. So, as the world reacted with peaceful protests to the senseless murder of George Floyd at the hands of a police officer, students from Seattle Public Schools immediately organized to get this Board to act urgently because public schools need to address the ways systemic and institutional racism exist, including but not limited to police presence in our schools, lack of representation in instructional materials, and our own definitions of anti-racism, safety, and inclusion. We believe this resolution is responsive to students needs to re-evaluate the relationship with SPD through their School Emphasis Officer program and other important issues about representation of Black people and their experiences in our public-school ecosystem. We believe that listening to our students, and particularly our Black students in this time, is always meaningful. Students may feel a greater sense of safety in their schools, students may feel a greater connection to school because they are reflected in the curriculum, and students may feel they are truly part of the American story when they feel their school communities unequivocally believe that Black Lives Matter (and are worthy, valued, and needed).

9. WHY BOARD ACTION IS NECESSARY

- ☐ Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)
- ☐ Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- ☐ Adopting, amending, or repealing a Board policy
- ☐ Formally accepting the completion of a public works project and closing out the contract
- ☐ Legal requirement for the School Board to take action on this matter
- ☐ Board Policy No. _____, [TITLE], provides the Board shall approve this item
- ☒ Other: School Board statements of support, intent, agreement and response in any form require official consideration and documentation in a transparent open meeting.

10. POLICY IMPLICATION

The resolution aligns with Policy No. 0030 – Ensuring Educational and Racial Equity. Additionally, this resolution will impact Policy 3200, Policy 3240, Policy 0040 (will need to be formally adopted), and Policy 4310.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Executive Committee meeting on Wednesday, June 10, 2020. The Committee reviewed the motion and _____.

12. TIMELINE FOR IMPLEMENTATION

The resolution will go into effect on approval of the full Board.

13. ATTACHMENTS

- Resolution 2019/20-38 (for approval)
- Community Outreach Specialist MOU (for reference)
- SEO MOU (for reference)
- SEO Final Report (for reference)
- ACLU of Washington (for reference)
- RCW 28.A.320.124 School resource officer programs. (for reference)

DRAFT

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, 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 inappropriate; 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.

BE IT FURTHER RESOLVED, that the Board commits to 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

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

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

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 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 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.

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

BE IT FURTHER RESOLVED, that the District will commit to a moratorium on the relationship between the District and Seattle Police Department's School Emphasis Officers program effective immediately for one year to consider the following:

- With community, re-evaluation of the program, including data, program purpose and evaluation, alternatives, and/or benefits and consequences;
- Ensuring school communities have input on officer selection, if any;
- Need of adults to have firearms and deadly weapons on school grounds, and considering policy implications of prohibiting any adult from carrying firearms and/or deadly weapons in our schools;
- Identify alternatives to mentor police officers, where possible;
- Improved and transparent communication to school communities regarding the roles and job descriptions of SPD emphasis officers and District safety and security specialists.

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 _____ day of _____, 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