Thurgood Marshall Elementary School Equity Action Teams Timeline/History

- **2010**
  - Lowell Elementary splits elementary APP program into two schools - one at Lowell and one at Thurgood Marshall. TT Minor is closed and those students moved to Lowell. During the first year, TM is allotted Title I funds (because of 2008-9 numbers). The next year there is district funding to make up Title I funding (approx $200K +).

- **2012 August**
  - SPS School Board adopts Policy #0300 Ensuring Educational and Racial Equity

- **2014-15**
  - Katie May new principal of Thurgood Marshall
  - TM chosen as one of the first schools to be part of the district Racial Equity Teams (RET) (from Policy #0300)
  - TM PTA and CPPS (Community and Parents of Public School) partner to bring in families who have not felt like a part of the school since the addition of APP
  - TM teams with Coyote Central to create Pillars art on MLK and holds a community and school event at the NW African American Museum

- **2015-16**
  - TM looks closer at Equity: Reads Blindspot (inherent biases); holds PTA meeting with author of Blindspot and another meeting with district panel to answer questions about Equity
  - TM PTA partners with Katie May and staff to create Equity Action Teams
  - Equity Action Teams work on: looking at field trips and enrichment through equity lens and making changes; increasing diversity in HCC, and combining HCC and General Education students in Social Studies

- **2016-17**
  - Social Studies was combined and work was being done to begin combing classes for PCPs when possible
  - 6 Equity Action Groups were created: Black Families Advocacy and Support Group, Facilitating Conversations Around Race and Equity, Gender Imbalance, Improving General Education (changed to Supporting our Scholars), Racial Equity in HCC, Social Studies Curriculum
  - Spring 2017- the Facilitating Conversations group teamed with PTA to hold a workshop for parents: Undoing Racism and Teaching Equity to our Children (by Families of Color Seattle)
  - An Equity Action Team Leadership Team was created and a PTA Liaison between the Equity Action Teams and PTA

- **2017-18**
  - General Education, PEACE, and HCC are renamed Scholars, PEACE Scholars, and AC Scholars,
  - 6 groups continued: Black Families Advocacy and Support Group, Facilitating Conversations Around Race and Equity, Gender Equity, Supporting our Scholars, Racial Equity in HCC (now a district group)
  - A survey was conducted in the summer

- **2018-19**
  - Three large Equity Action Team meetings planned for November, January, and April.
  - A Common Goal was created for the 2018-19 school year: Create Ongoing Opportunities for Conversation About Race, Equity, and Inclusion Among Adults and Children
○ Equity Action sub-Teams include: Black Families Advocacy and Support Group, Facilitating Conversations Around Race and Equity, Gender Equity, Supporting our Scholars, Racial Equity in HCC (district-wide group), and a new group - Fostering Student Community

○ With the PTA, hosting a speaker on Race and Equity - Kyana Wheeler - in March 2019. Hope to continue with more workshops and opportunities to make an impact and change at TM