

San Lorenzo Unified Anti-Bias Guiding Principles

We, the educators of the San Lorenzo Unified School District, are committed to working daily to interrupt, disrupt, and dismantle systems that act to replicate historical inequalities and commit to examining systemic, institutional, and individual biases that make us complicit in that replication. As a result, students will become creative, collaborative, compassionate, resilient, well-informed and socially responsible advocates for equity and social justice as a result of their education, experience and support from educators, families and the community

Instruction in Support of Student Achievement

As anti-biased educators committed to equitable outcomes for all students at all schools and in all classrooms, we believe that our instruction requires:

- Creating a learning environment that values student voice, promotes positive communication, and includes clear and consistent routines, procedures, and structures that respect students
- Implementing culturally relevant, research-based teaching practices
- Using multiple measures, including district assessments, to differentiate instruction
- Knowing, understanding and addressing every students' strengths and needs
- Using designated and integrated English Language Development to support English learners throughout the day

Teacher Leadership Action to Support Student and Family Engagement

As anti-biased educators, we are committed to engage in continuous learning, leading and teaching by example. We believe that our work requires:

- Embracing diversity as a strength and an opportunity
- Being an upstander in any context (i.e., speaking out and being an advocate for all students and families)
- Reflecting on our own biases and their impact on students, families, and colleagues
- Creating positive narratives to build agency in students and families
- Participating in discussions between colleagues that are respectful of all races, cultures, abilities and identities
- Seeking ongoing professional learning opportunities and sharing them with colleagues

Culture and Climate to Support Basic Services:

As anti-biased educators, we are committed to the belief that student and staff performance is maximized when they are emotionally connected. We believe that our work requires:

- Recruiting and developing staff committed to anti-racist work
- Positively representing student culture/race/language in text and curriculum choices
- Developing and constructing academically rigorous and safe learning environments
- Serving as educators who address and challenge bias directly
- Conducting Restorative Practices and community activities daily that are for purposeful character building
- Promoting a climate that is uplifting and supportive in how we speak about and to each other, our students and our families
- Facilitating meaningful and restorative conflict resolution in all settings
- Setting up classrooms with community/diversity in mind

Family Engagement Practices

As anti-biased educators committed to proactively valuing school-family relationships built on respect, we believe that our work requires:

- Assuming good intentions and approaching all families as partners who want the best for their children
- Inviting families to share knowledge about their children's lives, interests, hopes, and struggles
- Providing informational materials in families' home language whenever possible
- Establishing and maintaining a welcoming office environment
- Fostering a welcoming school-wide environment
- Working with families and the community by soliciting and honoring input in decision making
- Asking families to share their talents and skills with the wider school community, in service of partnership and expanding learning opportunities