

EQUITY IN EDUCATION

Inspiring brave leadership in staff conversations about equity



Highline Public Schools is committed to equity in education, high expectations for all and partnerships with families and the community to ensure all children achieve their potential.

Industry:
K-12 Public Education

Location:
Washington State

Size:
18,372 students/32 schools

Use case:
Staff Engagement - Equity

When planning their central office staff meetings for the year, leaders at Highline Public Schools wanted to get staff input on which topics to cover. The leadership team hoped to include racial equity in education on the list, but they didn't want to make a top-down decision.

They decided to use this broad exchange question to learn which subjects were most important to staff: *What topics and activities should we plan for our central office staff meetings this year?*

"Equity just went straight to the top," says Highline Chief Communications Officer, Catherine Carbone Rogers. "That told us we could take the ball and run with it. We asked staff to help us plan how to explore that topic, so we could meet them where they are on a topic that can be emotional and delicate."

"This exchange empowered our leadership team to forge ahead with talking about equity. It was not leadership telling staff that they need to learn about this, it was staff telling us that they want to talk about it."

Interested staff were invited to attend an inclusive planning meeting to develop activities around the topic of equity.

"We got a wider variety of people to plan the meeting," adds Carbone Rogers. "That leads to people owning it, and participating in it and really engaging in the topic."



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Catherine Carbone Rogers, Chief Communications Officer

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