

Shawn Judson, Ed.D.

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6061 East Avenue, Etiwanda, California 91739

www.etiwanda.k12.ca.us

(909) 899-2451 FAX (909) 803-3035

June 5, 2020

Dear Etiwanda Families,

Our community, state and nation are struggling to understand the tragic death of George Floyd by the actions of officers in the Minneapolis Police Department, and are seeking to find a voice to implement needed and lasting changes that address racism and injustice throughout our country. As a white male I am entitled to many privileges in our country and society, and acknowledge that my own revulsion at the video of Mr. Floyd's inhumane treatment cannot compare with the fear and reality of the experiences of Black students, parents and families.

On behalf of our Board of Trustees, I want to restate and affirm our District's commitment to equity for all students in our district. I share this description of our efforts, not because we have solved the problems of racism and inequality in our District, but to illustrate that our collective actions speak loudly to the dedication of our District to the moral obligation to address these issues.

- To strengthen our efforts to close gaps in achievement between student groups, this coming school year we will complete the third year of our plan to provide professional development and coaching in cultural responsiveness for all our teachers and administrators.
- Our schools are implementing Positive Behavioral Interventions and Supports (PBIS) to reinforce positive school campuses and further our efforts to establish equitable discipline procedures.
- Ongoing training and coaching in Kagan Cooperative Learning provides classroom structures for equal opportunities for academic and social engagement and to build a positive school climate.
- Our African American Parent and Educator Advisory Committee (AAPEAC) establishes a collaborative forum for parents and educators to come together to discuss important issues and develop events to support students, families and educators in improving outcomes for Black and African American students.

While these efforts are a beginning, I acknowledge our District has many areas in which we must continue to improve in order to address inequalities in our educational system. In honor and dedication to our students, we reaffirm our commitment to these vital actions.

Sincerely,

A handwritten signature in black ink that reads "Judson". The signature is fluid and cursive, with the first letter 'J' being particularly large and stylized.

Shawn Judson, Ed.D.
Superintendent

Note: If you are looking for resources as a parent:

Conversations with others about race, racism, and violence can be difficult. Children look to the most important adults in their lives for answers to their questions about what they see and experience in the world around them. The American Psychological Association has many age-appropriate [resources](#) to assist parents with these important conversations to help children develop appreciation and understanding of the wonderful diversity in our schools, community and world.