

## Kristin Leong

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**From:** May, Michael J <maym@bsd405.org>  
**Sent:** Thursday, February 4, 2021 9:18 AM  
**To:** Kristin Leong  
**Subject:** Answers to your questions

**Follow Up Flag:** Follow up  
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Hi Kristin.

Here are the answers to your questions. – Michael

**1. Currently, are there Asian authors represented in the books required at the middle school level in the Humanities curriculum at the International School?**

Yes, Red Scarf Girl by Ji-li Jiang is taught at 7<sup>th</sup> grade in social studies.

**2. What efforts are in place to recruit or retain more Asian teachers in Bellevue?**

Since 2014, the Bellevue School District Human Resources Department has focused on increasing the racial and ethnic diversity of its certificated staff, which includes principals, assistant principals and certificated staff (teachers). Bellevue School District is an Equal Opportunity Employer and does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal. The District values hiring educators who connect with our students and community racially, ethnically, culturally and linguistically. To that end, we aim to increase our educator diversity racially and ethnically to more closely align with our student demographics. For example, our student demographics indicate our student population identifies as 43.2% Asian, yet 13.23% of our certificated staff identify as Asian/Pacific Islander and 15% of our certificated administrative staff identify as Asian/Pacific Islander. The disparity is realized and thus our strategic hiring goals are aligned.

The following data highlights hiring trends for our Asian certificated staff:

<b>Certified Teachers</b>	<b>Asian Pacific Islander</b>
2015-16	5.12%
2016-17	9.30%
2017-18	10.38%
2018-19	11.55%
2019-20	12.19%
2020-21	13.23%

The following data highlights hiring trends for our Asian certificated administrators:

<b>Certified Administrators</b>	<b>Asian Pacific Islander</b>
2016-17	13.30%

2017-18	8.86%
2018-19	11.90%
2019-20	14.12%
2020-21	14.94%

Our recruitment plan consists of attending Washington state educator fairs, hosting our own BSD job fair, growing our own – classified to certificated program and partnering with our Teaching Academy. It is comprised of a robust screening and interview process that utilizes multiple measures to ensure our hires align with our vision, mission and values. Additionally, we provide early offers in areas of need. In effort to retain our newly hired teachers, we provide a strong induction and onboarding process, new hire training, and instructional mentor program (2 years).

### 3. What kinds of equity focus areas or goals does Bellevue have that relate specifically to your Asian community?

#### Updates and Improvements to the curriculum:

##### Goals:

- Rewrite curriculum to affirm student identities and cultivate Global Awareness and Cultural Competence
- Rewrite curriculum to ensure lessons are real (authentic voices), relevant, relational, and rigorous
- Elevate counternarratives and utilize primary sources of people of color to share their own stories (remove sources that tell others' stories)
- Ensure images and stories project all peoples in positions of power and dignity – de-emphasize subjugation as the only narrative Increase critical thinking, student analysis, reasoning and voice
- Represents a balance of genres and relevance to students' cultures, which includes a diversity of topics, structures, authors, and protagonists
- Provide opportunities for the advancement of students' understanding of concepts of equity and facilitate optimum opportunities for student inclusion within the classroom

#### Specifics in our K-5 Curriculum:

- Students share about their own cultural identity and learn about others. This is specific to the cultures of the students in the class; thus the cultures will vary by community enrollment.
- Students learn about immigration concepts such as physical and human geography, immigration and push-pull theory, economics and trade personal civic action. Additionally, Bellevue then and Now Unit focuses on Bellevue's Japanese American History (before, during and after WWII).
- There are poems, short stories and articles by Asian and Asian American authors within the K-5 curriculum.

#### Social Studies 7

- One quarter studying East Asia – India, past and 20<sup>th</sup> century (Hinduism, Salt March, Gandhi, geography, Colonialism)
- One quarter studying China – historic, Cultural Revolution and contemporary issues

#### Social Studies 8

- Chinese immigration, Chinese Exclusion Act (1800s)
- Japanese Internment

#### Foundations of World History (Gr. 9)

- Ancient China

#### AP Human Geography (Gr. 9)

- Issues related to Asia's geography and people

#### World History (Gr. 10)

- Han China
- Buddhism
- Mongols

- Imperialism in China
- Japan's response to imperialism
- Korea
- Japan, Korea and China – current issues

#### US History (Gr. 11)

- Immigration and the Chinese Exclusion Act
- World War II –
- Korean War
- Asian American Movements during the Civil Rights Era
- Access to Housing (Red-lining) in Seattle
- Imperialism – Hawaii, Philippines

#### Government/CWA

- Climate change as it relates to Asian countries