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Greetings ICSD Community,

Given the increased calls for action across our nation, earlier this week, we challenged our community to engage in deep reflections. As a community, we are actively participating in learning and examining the policy shifts needed to become an anti-racist school district. We all have much work to do. However, over this past week, our educators have engaged, educated, and empowered in various ways. Examples include:

- Open forums for students and adults to share, process, and plan for action to disrupt racist practices
- School staffs identified racist practices and policies and the action steps needed to eradicate the oppression
- Teachers engineered lessons that asked students to explore the identification and implications of racism in their lives and communities
- Elementary students engaged in the “Road to Racial Justice” game to unpack current situations of racism
- Staff began book groups and read articles to examine and shift their practice

Our collective commitment, perseverance, and humility will create space for the needed shifts in our school district.

Along with policy and systemic shifts, there is other governance work happening now, including the upcoming [ICSD Budget Vote and School Board Election](#) via absentee ballot. I want to remind our community that we must receive your ballot by 5:00 p.m. on Tuesday, June 9, 2020 at 400 Lake Street. There is no need to denote your ‘school voting district’ on the envelope but please be sure to sign the back. Thank you for participating in this critically important process.

I appreciate your use of the [Let’s Talk portal](#) to share your thoughts, ideas, questions, and more. We are grateful for your continued work with us.

Regards,

Luvelle Brown Ed.D.
Superintendent