

From: Jason Golden <[REDACTED]>
Sent: 10/15/2021 12:49:36 PM
To: Revida Rahman <[REDACTED]>
Cc: Lydia Glynn <[REDACTED]>
Subject: RE: Next Steps for FHS Consultant Report

Revida,

I'm sorry I haven't yet replied to your email a couple of weeks ago. You're of course correct about the federal court cases taking some time, but all our work continues with that being an add-on consumer of time.

At the September Board meeting, the Board approved five goals for me this year. One of them is to increase students' sense of safety at school. The work and recommendations of Fostering Healthy Solutions was specifically mentioned as an impetus for that goal. A synopsis of their recommendations includes standardized student and teacher handbooks from school to school and putting in place processes to ensure more consistent and fair student discipline, professional development for faculty and staff related to service to diverse student populations, planning to increase staffing diversity even in this time of teacher shortages, and improving student engagement. We'll be working on that this quarter, with an emphasis on students.

I'm cc'ing Lydia, to ask her to set up a meeting that you've asked for.

Jason Golden
Superintendent
Williamson County Schools
[REDACTED]

From: Revida Rahman <[REDACTED]>
Sent: Thursday, September 30, 2021 6:45 AM
To: Jason Golden <[REDACTED]>
Subject: Re: Next Steps for FHS Consultant Report

WARNING: EXTERNAL EMAIL - THIS EMAIL DID NOT ORIGINATE FROM WCS

Hey Mr. Golden,
I wanted to follow up. While I know you all have been very busy with the Judges ruling for Williamson Co, I wanted to connect to see if we could arrange that meeting?

Thanks!

Revida Rahman
Co-Founder, One WillCo
<https://onewillco.org>

On Sep 15, 2021, at 1:58 PM, Revida Rahman <[REDACTED]> wrote:

Hello Mr. Golden and School Board Members,

Back in 2017, the group of parents attached to this email expressed our concerns with the principal of Edmonson Elementary School about how diversity and inclusion practices at the school impacted our families. This conversation led to a group meeting with David Rector & Karen Wright from the central office. This first meeting was about the elementary school field trips to local historical plantations that were either not age appropriate or curriculum specific, or glossed over the important history and impact of slavery in our country.

We have made SO much progress since then and are grateful to your leadership and wide range understanding of the challenges with diversity, equity, and inclusion (DEI) faced in WCS. We have seen the district take an active interest in issues you all found to be a challenge as well. Issues such as the lack of diversity in AP/Honors courses, the disproportionate rate of discipline for students of color, the lack of diversity in teaching staff, and more recently the better reporting and acknowledging of bullying/intimidation and how to handle those incidents better with more communication with the parties involved. While that progress has been commendable, the consultants report from Fostering Healthy Solutions has confirmed many of the issues we've been aware of.

As partners in this journey, we are reaching out to see if we can schedule a meeting to learn what those next steps are? We value the difficult work you and the board have faced with hopes to include these adjustments in the long term strategic plan.

While we know the current issue around COVID-19 protections in schools is a priority, we hope this work recommended in the consultants report will remain a priority also.

Thanks for your time and hope to hear from you soon!

Revida Rahman
Co-Founder, One WillCo
<https://onewillco.org>