



# PATHWAY TO INCLUSION:



## ***A Terminal Park Elementary School and Auburn School District Story***



### **BACKGROUND**

Terminal Park Elementary School and Auburn School District joined as an IPTN Demonstration Site District in 2024. Their work focuses on schoolwide inclusion, highlighting culturally responsive and inclusive practices, family and community partnerships, and innovative systems and structures as core strategies—all aimed at ensuring every student has access, support, and a sense of belonging.

The Auburn School District serves over 17,000 students across 16 elementary, 4 middle, and 3 high schools. It is the fastest-growing district in King County and one of the most diverse, with 44% of students living in multilingual households and 111 languages spoken districtwide.

### **MISSION & VISION**

Auburn School District's mission is: "In a culture of equity and excellence, we engage, educate, and empower each student for success beyond graduation."

This vision is supported by four foundational pillars:

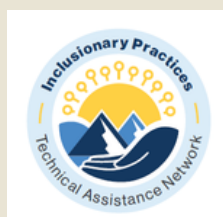
- Culturally Responsive and Inclusive Practices for teaching, support, and leadership.
- Family, Student, Community, and Staff Partnerships that foster authentic collaboration.
- A Skilled, Diverse Staff that represents and serves the community with cultural competence.
- Innovative Systems and Structures that align resources, ensure fiscal stewardship, and streamline supports for students and families.

### **OUR JOURNEY SO FAR: TIMELINE AND INTENTIONAL MOVES**

Auburn School District's inclusive journey has centered on creating safe, equitable learning environments and reducing the use of restraint and isolation. Leadership invested in systemic change through hiring a Board Certified Behavior Analyst (BCBA), forming a Restraint and Isolation Steering Committee, and improving staff capacity with districtwide de-escalation training (Safety-Care).

The district prioritized improving data systems, training staff, and enhancing FBA/BIP practices to increase positive student outcomes. Additional leadership moves included hiring more BCBA's and Registered Behavior Technicians (RBTs), expanding communication around restorative and preventative practices, and embedding inclusion within the broader district framework.

At the school level, Terminal Park Elementary deepened its commitment to inclusive practices through intentional team structures and student-centered supports, fostering a culture of empathy, consistency, and belonging.



## Highlighted Inclusive Practice 1: Culture of Belonging

Terminal Park has cultivated a schoolwide culture of care grounded in equity and inclusion. Daily morning assemblies bring all students together to build connection and community. A focus on social-emotional learning, empathy, and collective responsibility reinforces belonging and mutual respect. Staff collaborate through both Tier 1 and Tier 2/3 Behavior Teams to ensure that every student's voice and needs are heard and supported.



## HIGHLIGHTED INCLUSIVE PRACTICE 3: COLLABORATIVE PRACTICES

Collaboration lies at the heart of Terminal Park's inclusive approach. Staff work together across disciplines—teachers, specialists, and paraprofessionals—to design supports that are both preventive and responsive. Teams meet regularly to analyze behavior data, refine interventions, and promote consistency in student support. This collaborative mindset aligns with the district's vision of empowering educators to co-create inclusive environments where students thrive.

### Next Steps

Auburn and Terminal Park continue to advance their inclusive vision by calibrating and refining systems, strengthening the continuum of supports, and deepening staff understanding of inclusive practices. Future efforts focus on:

- Sustaining a districtwide culture of inclusion and empathy.
- Expanding universal design for learning and culturally responsive practices.
- Continuing to reduce restraint and isolation through proactive behavioral supports.
- Enhancing collaboration and communication between educators, families, and support staff.

Through these next steps, Terminal Park Elementary and Auburn School District reaffirm their commitment to ensuring that every student experiences belonging, dignity, and opportunity every day.



## Highlighted Inclusive Practice 2: Structures for Support

Intentional systems and structures support the inclusion framework at Terminal Park. The school utilizes a Zen Den, calming corners, and sensory bins to promote emotional regulation and accessibility for all learners. Leadership teams coordinate structured recess opportunities and inclusive behavior systems that reduce exclusionary practices. These embedded supports ensure that students' social, emotional, and academic needs are met in proactive, compassionate ways.



To learn more about the Terminal Park Elementary Demo Site Project, see below:

