

Nondiscrimination Compliance Review

Budget Language

\$1,500,000 of the general fund—state appropriation for fiscal year 2025 is provided solely for the office of the superintendent of public instruction to conduct a one-time compliance review of every school district in Washington state between July 2024 and July 2025 related to compliance with state nondiscrimination laws, chapters 28A.640 and 28A.642 RCW, and federal nondiscrimination laws. The office shall utilize the compliance monitoring process that has been established in chapter 392-190 WAC and may utilize the regional educational service districts to assist in the reviews as appropriate under RCW 28A.310.010(2). Reviews may be conducted as desk reviews with selected on-site reviews where the office deems additional follow-up may be necessary to the desk review. The office shall provide a report to the legislature by December 1, 2025, summarizing the results of these compliance reviews and shall include a summary of types of noncompliance found, any corrective actions taken by the office or the school district, and school district responses to issues of noncompliance that were found during the compliance review process

Proviso Purpose

This proviso was intended to check on school district compliance statewide. By reviewing all districts at once, OSPI could not only take steps to correct noncompliance, but also present data to the Legislature on the status of nondiscrimination compliance statewide. Because this represented a significant amount of work to be completed in a short period of time, a proviso was necessary.

Services Provided

- OSPI contracted with the educational service districts (ESDs) across the state to ensure school districts had regional support for technical assistance throughout the Statewide Civil Rights Review. Each ESD designated a point of contact who served in a technical assistance role for school districts in their region, checking in on district progress, connecting the districts to resources, and communicating questions and answers from OSPI.
- OSPI contracted with a Washington-based firm, WSP Consulting LLC, which specialized in nondiscrimination policy review and investigations. WSP Consulting LLC provided support to OSPI by assisting with the review of school districts' documentation and by reviewing publicly available school board materials for actions related to district implementation of nondiscrimination laws.
- OSPI contracted with Elite Paralegal Services to assist with OSPI Equity and Civil Rights Office work that would be impacted by staff prioritizing the proviso work.
- OSPI purchased services from Accel BI to develop an online tool for the monitoring work.



Criteria for Receiving Services/Grants

N/A

Beneficiaries in the 2024-25 School Year

Number of School Districts: N/A

Number of Schools: N/A

Number of Students: N/A

Number of Educators: N/A

Are Federal or Other Funds Contingent on State Funding?

No.

State Funding History

Fiscal Year	Amount Funded	Actual Expenditures
2025	\$1,500,000	\$580,931

Number of Beneficiaries Per Fiscal Year (e.g. School Districts, Schools, Students, Educators, Other)

Fiscal Year	Number of Beneficiaries
2025	N/A

Programmatic Changes Since Inception (If Any)

N/A

Program(s) Evaluation or Major Findings

OSPI is currently developing its report to the legislature with findings from this Proviso work. As a preliminary finding, this Proviso work identified trends of noncompliance with foundational nondiscrimination requirements across the state. A majority of school districts had at least one finding and corrective action. However, with model resources from OSPI, most school districts were able to complete corrective actions and demonstrate compliance by the end of the review period.

Major Challenges Faced by Program(s)

The short period of time for developing the monitoring and completing the work—one fiscal year—was a challenge.

Future Opportunities

School districts need continued support in meeting foundational nondiscrimination requirements so they can improve their capacity to eliminate discrimination. Future opportunities could include clearer laws and guidance on nondiscrimination requirements and additional access to training, technical assistance, and model resources.

Other Relevant Information

OSPI will continue to monitor and enforce chapters 28A.640 and 28A.642 RCW, OSPI civil rights rules, and guidelines.

Schools/Districts Receiving Assistance

[Click here to see a list of all OSPI grant recipients in the 2025 Fiscal Year.](#)

Program Contact Information

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