



PRESS RELEASE

Poway Unified School District

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PUSD Associate Superintendent ‘Lights the Way Forward’ in Racial Equity Efforts

County Office of Education names Carol Osborne “2021 Turnaround School Leader”

(San Diego, CA) – It is with great pleasure the Poway Unified School District (PUSD) announces that Carol Osborne, Associate Superintendent of Learning Support Services, is the recipient of a Lighthouse Award from the San Diego County Office of Education (SDCOE). She was named the “Turnaround School Leader” for the 2020-21 school year.

SDCOE’s annual Lighthouse Awards are presented to people and organizations who are beacons in the educational community that channel and lead others in diversity, equity, and inclusion, according to a statement from SDCOE.

Ms. Osborne has taken on the vital and challenging role of leading Poway Unified efforts to implement a district wide [Racial Equity & Inclusion Plan](#), and ensure all PUSD school campuses are No Place for Hate schools. Additionally, Ms. Osborne and her team are leading the review of curriculum across grade levels, introducing Ethnic Studies and Ethnic Literature courses for our high school students, revising discipline policies to expand restorative justice practices, hosting forums on race-related issues and experiences, hiring more diverse staff, and implementing professional learning for site leaders.

“Carol Osborne understands the importance of diversity and has worked countless hours leading the district in bringing together stakeholders and implementing the newly created Racial Equity and Inclusion plan. She has fought hard for underrepresented populations that don’t always have a voice. She is a change agent and exceptional administrative leader who goes over and beyond her job description to not only “talk the talk” of promoting diversity but she “walks the walk,” said said Darlene V. Willis, Ph.D. of the Concerned Parents Alliance and College Bound Programs, who has partnered with PUSD to facilitate the racial equity forums.



Carol Osborne, Associate Superintendent of Learning Support Services

Ms. Osborne understands that change can only happen if there are relationships and trust to build upon. The efforts of Ms. Osborne and her team are creating huge shifts in district and school culture, allowing stakeholders to bravely confront issues of racism, bias, and bullying. She has successfully rallied students, staff, parents, District leadership, and community partners to work together toward improving cultural awareness and celebrating diversity.

Ms. Osborne's leadership has ensured that even in the midst of a global pandemic and the daily challenge of reopening schools, the momentum toward racial equity is not lost and real improvements are being made District-wide.

About SDCOE's Lighthouse Award Program

Each year, the San Diego County Office of Education celebrates equity champions in the community and the classroom with Lighthouse Awards. According to the SDCOE website, "A lighthouse helps guide navigation and often provides a beacon of hope as we sail through potentially rough waters. The lighthouse metaphor speaks of safety and security in the face of adversity and challenge in a unique way." Awards may be given in one of these categories: The Equity Champion, The Turnaround School Leader, The Turnaround Teacher, The Turnaround Support Staff, and the No Place for Hate Leader. More information about the program and the 2021 awardees can be viewed [here](#).

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