



# WCSD Focus on Equity

## Overview

WCSD stakeholders are committed to strengthening educational equity and know this will be a multi-year journey. WCSD will create opportunities for staff to engage in activities designed to prepare WCSD to create equitable learning conditions in our district and schools, which include:

- Understanding the historical context of educational inequity
- Understanding how our own identities and lived experiences shape how we see ourselves and our students
- Developing an “equity lens” so that we can “see” how current policies, practices and ways of working may reinforce and reproduce structural inequities and how policies, practices, and ways of working can be reimagined and redesigned to produce more meaningful educational experiences for all students and more equitable student outcomes.

Applying an equity lens to the work done in our schools pushes us to continually challenge our assumptions about how we do school, how we define success, whose ways of knowing and seeing the world are being valued, and whose worldview is driving our vision of education, and what changes we will need to make to ensure all community members have influence over important educational decisions. A commitment to equity means being willing to make structural, institutional, and interpersonal changes so that all community members experience a sense of belonging and have access to the opportunities needed to thrive.

*Source: Equitable Learning Environment Library*

## Defining Equity (from the National Equity Project)

**Each student receives what they need, when they need it, to thrive social-emotionally and academically.**

Working towards equity in schools involves:

- Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor;
- Interrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children; and
- Discovering and cultivating the unique gifts, talents and interests that every human possesses.

## Goals

1. Ensure equally high outcomes for all by removing the predictability of success or failure that currently correlates with any racial, social, economic, or cultural factor.
2. Increase the sense of inclusion & belonging within our WCSD School District community.





Image credit: <https://gtlcenter.org/learning-hub/equitable-access-toolkit/moving-toward-equity>

## Instructional Plans to Support Equity

- ❖ Continue to disaggregate data by student groups
- ❖ Support all students in a Multi-tiered System of Support (MTSS)
- ❖ Adopt new TK-5 history/social studies materials (2022-23)
- ❖ Create a space for authentic learning, prioritizing relationships in order to increase a sense of belonging
- ❖ Complete an equity audit of our libraries to support a refresh of new materials
  - 2021-22 Diverse Book Lists [Elementary](#) & [Middle School](#)
- ❖ Support student centered teacher collaboration

## Milestones

### I. Revised Equity Board Policy

WCSD Governing Board adopted this updated [Board Policy 0415\(a\) EQUITY](#) on June 14, 2021.

### II. Adoption of Social Emotional Learning Standards

The [SEL Standards](#) were adopted by the WCSD Governing Board on June 14, 2021. Staff will continue to engage in professional learning to support the implementation of the standards. We are committed to continuing our practice of holding morning meetings (elementary) and advisory meeting time (middle school) in order to provide a structured time for SEL in the school schedule.

### III. District Wellness Program

WCSD will implement an integrated [Wellness Program](#) which aligns with our strategic plan and LCAP with the goal of supporting all students in a tiered system of support. The wellness program also includes support for WCSD's Every Student Every Day attendance campaign.

#### IV. Partnership with Epoch Education

WCSD has partnered with Epoch Education to provide a [series of workshops](#) focused on diversity, equity & inclusion.

#### V. District Equity Committee

WCSD will continue to meet quarterly with an inclusive group of stakeholders in order to advise the next steps of this plan

#### VI. District Equity Action Plan

With input from a diverse range of educational partners, WCSD created our [Diversity, Equity, Inclusion & Belonging Action Plan](#)

### Metrics to Measure Progress

- ❖ Chronic Absenteeism
- ❖ Family & Student Youth Truth Spring Survey
- ❖ WCSD academic assessments

### Possible Future Work

- ❖ Professional learning to support Culturally Responsive Teaching Practices
- ❖ Professional learning to support Restorative Practices
- ❖ Reviewing grading practices with an equity lens
- ❖ Professional learning to support classroom instructional strategies to increase the success of English Learners and students with Individual Education Plans

### Resources

- ❖ [CLOSING THE GAP: CREATING EQUITY IN THE CLASSROOM](#)
- ❖ [BELE | Resources for more equitable and empowering learning environments](#)
- ❖ [Continuous Improvement Equity Report FINAL 508.pdf](#)
- ❖ [Avoiding-Racial-Equity-Detours-Gorski.pdf](#)
- ❖ [family-engagement - equity.pdf](#)
- ❖ [Ways2Equity Playbook FINAL August 2020.pdf](#)
- ❖ [Culturally Responsive Teaching A Reflection Guide 2021 WAMBwaO.pdf](#)
- ❖ <https://epocheducation.com/>
- ❖ [\(ADL\) Anti-Bias Tools & Strategies](#)
- ❖ [Reimagine and Rebuild: Restarting School with Equity at the Center](#)
- ❖ [Lead-by-Learning-Playbook.pdf](#)
- ❖ [Classroom Resources | Learning for Justice](#)
- ❖ [Street Data: A Next-Generation Model for Equity, Pedagogy, and School Transformation](#)