



WCSD Diversity, Equity, Inclusion & Belonging (DEI/B) Action Plan

Culture & Climate		
Focus Area	Action Steps	Timeline
Goal: All students & families experience a strong sense of belonging in the Walnut Creek School District.		
Elementary Morning Meeting & Middle School Advisory will include lessons to support identity & inclusion.	<ul style="list-style-type: none"> ● Implement Second Step Curriculum ● SEL integrated through the day 	2022-23
School Sites will focus on DEI/B	<ul style="list-style-type: none"> ● Form site committees aligned to District Equity Plan 	2022-23
Sites environments will support DEI/B	<ul style="list-style-type: none"> ● Utilize an Equity Walk Protocol 	Spring 2023
All students will feel represented & included.	<ul style="list-style-type: none"> ● District calendar will acknowledge multicultural holidays ● Support Gender Inclusive environments 	2022-23
Use perception data to monitor progress	<ul style="list-style-type: none"> ● Survey students, family, staff 	Spring 2023
Wellness program continues to support positive discipline practices	<ul style="list-style-type: none"> ● Explore Restorative Practices ● Responsive Classroom - continue training for all staff 	2022-23
Professional Learning		
Goal: Provide all staff with training and collaboration time to support a deep commitment to supporting equity, inclusion, & belonging.		
Continue Staff training with Epoch Education	<ul style="list-style-type: none"> ● 2 modules with facilitated discussion 	2022-23
Provide teachers with professional learning in order to teach contemporary issues	<ul style="list-style-type: none"> ● Explore Partnership with UC Berkeley History Project 	2022-23
Ability awareness training for staff to support inclusion	<ul style="list-style-type: none"> ● Partnership with SELPA ● Utilize specific Mainstreaming Populations (Specials, Electives) 	2022-23

Gender Inclusive Environments	Training for all staff <ul style="list-style-type: none"> • Gender Spectrum - Wellness Team Training • Keenan Safe School Training Module 	2021-23
Culturally Responsive Pedagogy	<ul style="list-style-type: none"> • Promote Staff book & article study 	2023-24
Equitable Grading Practices	<ul style="list-style-type: none"> • Lead by Learning continues to support ILT at WCI 	2021-23

Instructional Materials

Goal: Instructional materials will capture a wide representation of diverse people who are reflected in accurate and appropriate cultural & historical contexts and will provide opportunities for students to think critically and make connections to real-life issues.

Increase diversity in library book collections	<ul style="list-style-type: none"> • Purchase classroom & school library materials • Purchase Units of Study Mentor Texts 	2021- 24
Provide updated social studies curriculum & instructional practices	<ul style="list-style-type: none"> • K-5 Social Studies Program Adoption • Training on the Social Studies Framework • Ensure multiple perspectives are addressed in social studies instruction 	2022-23
ELA Units of Study will provide students with the opportunity to view and discuss multiple perspectives.	<ul style="list-style-type: none"> • Purchase books and provide coaching support to the following Units of Study: 3rd Grade Social Issues, 5th Grade Civil Rights, 6th Grade Social Issues 	2021-24

Community Engagement

Goal: All families feel welcome and respected at their child's school and educators actively reach out to build partnerships.

Inclusion & belonging	<ul style="list-style-type: none"> • Organize Community Sessions/Affinity Groups • Promote involvement at transition years-TK/K, 5th/6th & 8th/9th 	2022- 24
Celebrating our diverse community	<ul style="list-style-type: none"> • Organize Cultural Heritage Festivals 	2021-24
Increase avenues to hear student voice	<ul style="list-style-type: none"> • Involve student council/leadership groups • Explore use of Student TV messages 	2022-24