

# Equitable Outcomes for All Students

## August 30, 2023





**Total members: 30**

Students: 7

Parents: 6

Community members: 5

School staff: 5

District staff: 7





# Let's review EOFAC norms



- ❖ Equity of voice
- ❖ Fair & respectful treatment to all
- ❖ Be Punctual-the flow of meeting continues if you are late
- ❖ Be Present...leading to a *Meaningful Engagement*
- ❖ Problems are discussed with a focus on solutions
- ❖ Be responsive to the assigned tasks
- ❖ Closure of meeting with decisions that are made by all
- ❖ Please do not carry your work task/equipment with you unless absolutely necessary
- ❖ Sign in for any meeting that you attend
- ❖ **Attendance sign in link:**

[https://docs.google.com/forms/d/e/1FAIpQLSeCCCh7\\_rueHj8p5pTXhMmwn8bDYx6AGOpMcKdJY180NKDYsAw/viewform](https://docs.google.com/forms/d/e/1FAIpQLSeCCCh7_rueHj8p5pTXhMmwn8bDYx6AGOpMcKdJY180NKDYsAw/viewform)



**Last year we concluded with the following proposals:**

**We finalized the following expectations proposed for TREATMENT:**

- ★ Building an approach of mutual respect and welcome – leading to acknowledging others
- ★ Meaningful and timely communication with effective follow-up
- ★ Building Culture of Empathy, Understanding, and Equality

**Big Questions:**

**Who would be responsible for this cultural shift?**

- ❖ District staff, school administrators, front office staff (office managers), student committees, parent or staff committees, certified and non-certified staff

**Where will this initiative be launched?**

- ❖ Front offices of all schools, classrooms, and the district office.



### **What could possibly be initiated?**

- ❖ Common and Inclusive Language and Imaging (PR/marketing)
- ❖ Welcoming language and imaging (in other languages)
- ❖ Common theme and universal murals on all WESD campuses
- ❖ Recognizing all families culture (getting educated in cultures that WESD's demographics is)
- ❖ Music in halls early morning and at the end of the day to relax all stakeholders
- ❖ Focus on the communication with late student arrivals (Impact versus Intent)
- ❖ Prompt responses via Emails, Radios, Telephone, Customer Service Viewpoint, for colleagues, school admin, parents and teachers
- ❖ Acknowledge cultural respect and humility by creating a cultural guide – (could possibly be a laminated document that has a list of various languages with a brief description of how to greet people from their culture (hand shake; look in the eye, etc). This is something that is a quick read for office staff.
- ❖ Be aware of families' home language – families "assumptions"-Over communicate-under assume
- ❖ Training on effective communication so we can have a culture of professionalism and respect. This includes various scenarios, role play, understanding your audience and common phrases to use during a confrontational conversation with a colleague or students.
- ❖ Tools and Needs appropriate for success. These would be alternatives to suspension in the traditional manner. These would be consequences that match the offense and are similar to what an adult may face. (extra work around the school, etc.



### **When should we start the roll out?**

- ❖ Planning and training for DO and school administrators in Summer
- ❖ Teachers will be trained when they arrive in summer/fall.
- ❖ Students will be trained at the beginning of each school year.

### **How will all this be rolled out?**

- ❖ Training for school staff on phrasing to use when a student arrives late for class. This can make the difference in a student's day.
- ❖ **Bring in a consultant on effective communication. Set aside a training day.**
- ❖ Recommend sending a short email in response (automated email response, if necessary) acknowledging the email and that you will get back with them as soon as possible.
- ❖ Important documents like cultural guides can be saved by the office staff. When a family comes in who are new to the country the office staff can greet them respectfully.
- ❖ Give School Admin suggestions on alternatives to the traditional manner in handling a suspension. These would be tasks to build the students character, etc.
- ❖ Culturally Responsive interventions



## **Following up on last year work, here is summer update**

- ❖ Collaboration with outside experts-bringing Dr. Robert Peters on Sept. 12 and 13 to hold training session on equitable practices
- ❖ Review of survey questions in Panorama to collect right data-draft is ready for your review
- ❖ Diversity Calendar implementation-delay due to switching systems



## Let's review the stakeholder survey draft for FY24

**Preferably each group should have a representative of one stakeholder group:**

- ❖ student
- ❖ parent
- ❖ school staff
- ❖ district staff
- ❖ community member

### **Task: Take the survey**

- Review the proposed questions.
- Discuss if a question is confusing.
- Share out your reasoning with the group.
- Group gives feedback.
- The final questions will be discussed among the committee members.





<https://www.youtube.com/watch?v=6lz8gQIJatA>

# EOFA committee meetings dates for 2023-2024

The meetings will take place last Wednesday of every month.

Date	Time
August 30, 2023	4:15-5:30 pm
September 27, 2023	4:15-5:30 pm
October 25, 2023	4:15-5:30 pm
November 29, 2023	4:15-5:30 pm
January 31, 2024	4:15-5:30 pm
February 28, 2024	4:15-5:30 pm
March 27, 2024	4:15-5:30 pm
April 24, 2024 (Last Meeting)	4:15-5:30 pm





**for the next meeting:**

- ★ Roll out of Diversity calendar
- ★ Review of district wide equity-embedded initiatives

