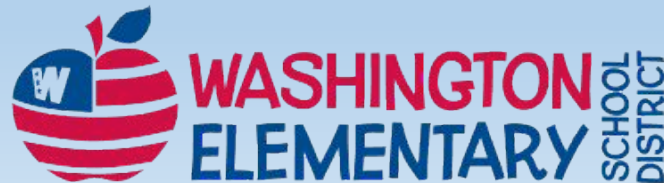


The logo for "Equitable Outcomes for All" is a circular emblem. The outer ring contains the text "EQUITABLE OUTCOMES FOR ALL" in a serif font. Inside the ring, there is a stylized apple with a face, composed of various colored segments (red, yellow, green, blue, purple) that resemble a flower or a sunburst. The apple has a small "W" on its face. Below the apple, the text "for every child, every day, every opportunity" is written in a smaller, italicized font.



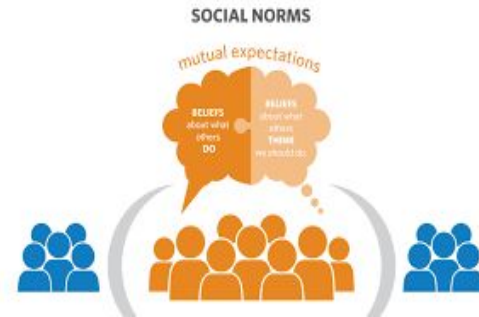


EOFAC Norms

- ❖ 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
- ❖ Closure of meeting with decisions that are made by all
- ❖ Be responsive to the assigned tasks

❖ **Attendance sign in link:**

https://docs.google.com/forms/d/e/1FAIpQLSfrfmXjIGdHR0_1v5DXYF_r2MGJRPg2dYFxoJRmBbY3OLRf4g/viewform





Update between last meeting and now:

1. The expectations for the '*TREATMENT*' was proposed to the cabinet. It has been approved.
2. The [Diversity Calendar](#) has been purchased. It will sync with WESD website and all 32 schools.
3. Student sub-committee met to brainstorm on ways to roll-out '*TREATMENT*' expectations to all.
4. A page for Equitable Outcomes For All Committee meeting has been created.

Here is the link: <https://www.wesdschools.org/Page/3357?>

Agenda for today's meeting:

- ❖ How do we embed 'TREATMENT' protocols in WESD culture?
 - a. Building an approach of **mutual respect and welcome** – leading to acknowledging others
 - b. **Meaningful and timely communication** with effective follow-up
 - c. Building Culture of **Empathy, Understanding, and Equality**

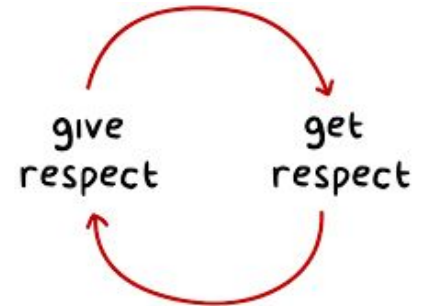




In the last meeting:

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



Action Steps subgroups



- Parents/grandparents
- Students
- Wesd staff

Brainstorm on ways to embed proposed 'TREATMENT' protocols in WESD culture?

- ★ Building an approach of mutual respect and welcome – leading to acknowledging others

What ? (can be done to build this approach-think of some action verbs) *It can be something as simple as ensuring a welcome sign in many languages, greeting visitors with a smile, to have a welcoming wait area, showing motivational videos to students.*

Who? (people on each campus or district taking the lead on this)

Office Managers, administrators, teacher committee, student committee

Where? *Schools? District Office-by department(s)? Classrooms? Cafeteria? Playground? Busses?*

When? *Summer or fall?-If fall...when in fall?*

How? *Through some training? Meeting to communicate this?*

Action Steps subgroups



- Parents/grandparents
- Students
- Wesd staff

Brainstorm on ways to embed proposed 'TREATMENT' protocols in WESD culture?

★ Meaningful and timely communication with effective follow-up

What ? *(What does meaningful communication mean? What does it look like-verbiage/language? Acceptable vs. unacceptable language? We vs. they (They need to be better vs. we need to be better) What does follow-up look like? Reminders? upcoming events? Tasks?)*

Who? *(at what level? teachers? parents? administrators? district?)*

Where? *(Think about all levels to engrain it in WESD culture)*

When? *(Goes back to understanding the urgency of timeliness)*

How? *(Types of communication for effectiveness: articulate well-clear message; simple and concise; Tone for effectiveness: written/verbal)*



Action Steps subgroups

- Parents/grandparents
- Students
- Wesd staff

Brainstorm on ways to embed proposed 'TREATMENT' protocols in WESD culture?

★ Building Culture of Empathy, Understanding, and Equality

What ? (What needs to be done? Action verbs)

Who? (people on each campus or district taking the lead on this)

Office Managers, administrators, teacher committee, student committee

Where? *Schools? District Office-by department(s)?*

When? *Summer or fall?-If fall...when in fall?*

How? *Through some training? Meeting to communicate this?*



Share out with the whole group

- Parents/grandparents
- Students
- Wesd staff

COMMON ACTIONS TO BE PROPOSED

Building an approach of mutual respect and welcome – leading to acknowledging others

1.

Meaningful and timely communication with effective follow-up

1.

Building Culture of Empathy, Understanding, and Equality



How you treat people is who you are



**How You Treat People
Is Who You Are**

<https://www.youtube.com/watch?v=7dVeiYI79fQ>

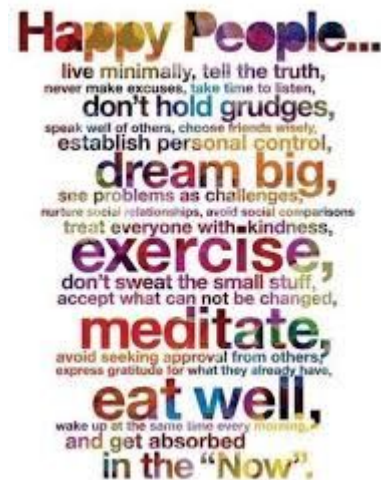


- ❖ The last meeting for this school year will be on **May 17, 2023**
- ❖ **Agenda for next meeting**
 - Create a timeline and goals for rolling out plan for the next school year

2021-2022: Initiation Year

2022-2023: Process Year

2023-2024: Implementation Year



Please sign in at the link:

https://docs.google.com/forms/d/e/1FAIpQLSfrmXjIGdHR0_1v5DXYF_r2MGJRPg2dYFxoJRMbBY3OLRf4g/viewform



Date	Time
August 31, 2022	4:30-6:00 pm
October 26, 2022	4:30-6:00 pm
January 25, 2022	4:30-6:00 pm
March 29, 2022	4:30-6:00 pm
Last meeting May 17, 2022 (3rd Wednesday)	4:30-6:00 pm