



**WASHINGTON**  
**ELEMENTARY** SCHOOL DISTRICT

# Equitable Outcomes for All Students

## August 31, 2022



# ice BREAKER

Please introduce yourself.

1. Start with an adjective  
(starting with the first  
letter of your name)  
followed by your name.

For example:

Mischievous Maria

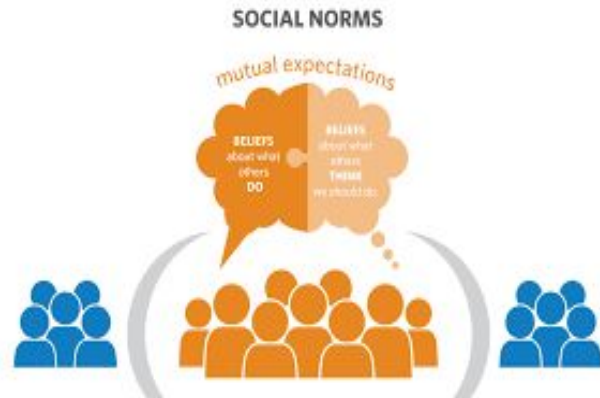
1. Your role in the district



- 1.Expectations & Committee Norms to follow
- 2.Review of Governing Board's goal for 2022-2023
- 3.History of the committee & initiatives of 2021-2022
  - Members
  - Work started
  - Sub-committees
  - Long term goal
5. Outline of 2022-2023 plan
  - Need
  - Rationale /supporting data
  - Board resolution adopted on July 28 (LGBTQ)
  - Board goals
  - Action steps
  - People/stakeholder group responsible

# Norms

- ❖ Be present-meaningful engagement
- ❖ Make it a priority on your schedule
- ❖ Flow of meeting continues if you are late
- ❖ Enter meeting at current agenda item
- ❖ Equity of voice
- ❖ Fair & respectful treatment to all
- ❖ Closure with decisions that are made
- ❖ Responsive to tasks assigned—get things done



# Purpose of this advisory committee

The purpose of the this Committee is to :

- 1.help guide the development of WESD systems to support equitable outcomes for all students.
- 2.provide suggestions and feedback to district leadership to strengthen educational equity in WESD.
- 3.to welcome diverse points of view, knowing that we all share the same core belief—the importance of ensuring equitable outcomes for all students.



# Decision making process

- ❖ In-person meetings
- ❖ Thumbs up
- ❖ Thumbs to the side---support it, but need to say why
- ❖ Thumbs down-No and you have to provide why and solutions
- ❖ 100% Thumbs up or to the side
- ❖ Quorum: 15/18 present





# Goals set by WESD Governing Board

## **Safe, Secure, and Healthy Learning and Work Environment for All**

The District will be committed to creating a safe, secure and healthy learning and work environment where the diverse cultures of WESD students, families and staff are respected and celebrated, as measured by a growth in positive responses in the WESD student, family and staff surveys.

## **Raise All Students' Achievement**

WESD will be dedicated to improving students' achievements. The District will provide educators with more opportunities to collaborate and learn together and develop their ability to engage students in their learning, as measured by growth on district and state assessments.

## **Family and Community Engagement**

The District will work to enhance family and community engagement. WESD will ensure each campus has a documented plan to increase family engagement and participation by actively working to identify strategies to welcome all families and increase representation of underrepresented communities.

## Synopsis of the changes we wish to see...let's review what has been accomplished

- ✓ New **curriculum** that everyone will be using the same instructional materials at all schools
- ✓ **Identify curriculum material/books** that supports equitable outcome
- ✓ **Support schools and teachers** with standardizing work
- ✓ Recommendations from the Equitable Outcomes Committee to support teachers with the **work of consistency** in ensuring a focus on including **diversity with instruction**
- ✓ **Cultural celebrations** into the classes-overcome the hesitancy to recognize and celebrate diverse holidays, religious celebrations
- ✓ **Systemic approach** to the work and ensure all schools are involved (MTSS)
- ✓ Recognition that there is work to be done

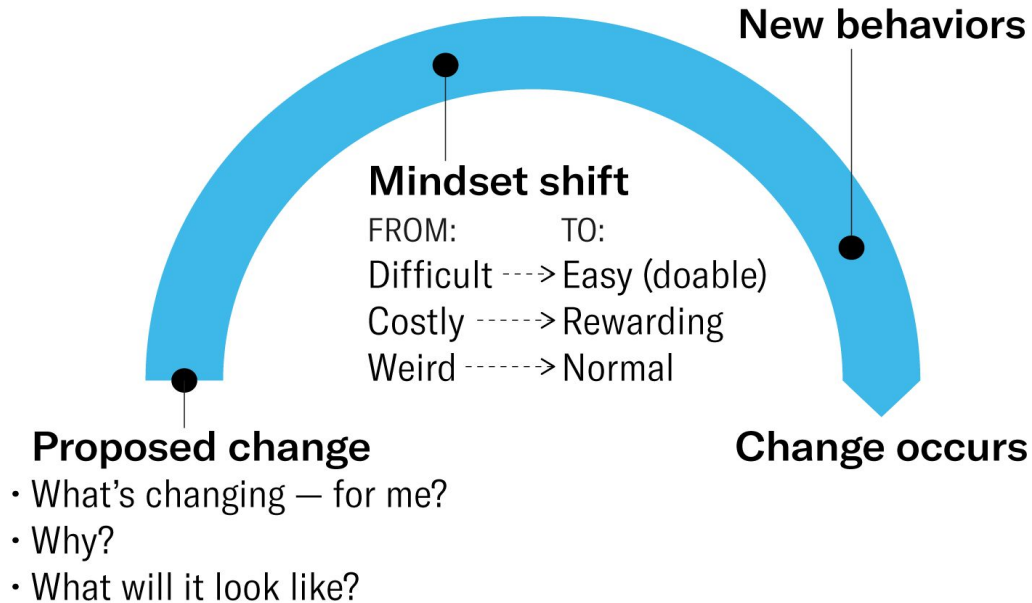
### Progress...

- ★ Professional development opportunities & Community collaboration
- ★ Board resolution adopted on July 28 (LGBTQ)



**Change takes time ...but starts with one person, one idea, one commitment!**

## The Change Arc



## What is the big initiative for this year...

- Establish **attainable timelines** for the work on how to progress
- Identify **realistic initial goals** to start and where headed with the work
- Demonstrate the **hope** that things will change
- Establish strong commitment statement from the district
- Establish guidance document of holidays and celebration awareness
- Schools have input on **own progress as a community**
- College, career readiness, trades, vocations awareness and expectation setting
- Translations accurate and offered in multiple languages
- In person meetings with stakeholders-teacher/caring adult
- **Relaxed environments-connecting activities** and less stressed
- Suggested activities and expectations for schools

## Going back to the 6 goals of Education Equity...how do we realize our priorities

- 1. Outcomes:** Comparable positive results on all measures for student and staff populations, which provide evidence that inequities are identified and resolved.
- 2. Access and Inclusion:** Admission and engagement, without obstruction, for all students and staff to participate equitably in all services or opportunities with positive outcomes.
- 3. Treatment:** Interactions between individuals and groups are accepted, valued, respected, safe and secure without fear of threat, humiliation, danger or disregard.
- 4. Opportunities to Succeed:** Necessary and appropriate supports are provided to attain positive equitable outcomes for all students and staff.
- 5. Resources:** Resources are allocated equitably to ensure positive equitable outcomes for all students and staff.
- 6. Shared Responsibility and Accountability:** Stakeholders work collaboratively to ensure positive equitable outcomes for all students and staff.

## Finalize priorities with attainable timeline

- **What**
- **When**
- **How**
- **Who**
- **Why**

In groups of 4...

Pick most important element of change

Keep guiding points in mind

As a committee, we pick only two elements today

Review in next meeting on October 26

## Meeting dates for the year

Date	Time
August 31, 2022	4:30-6:00 pm
October 26, 2022	4:00-5:30 pm
January 25, 2022	4:00-5:30 pm
March 29, 2022	4:00-5:30 pm
May 17, 2022 (3 <sup>rd</sup> Wednesday)	4:00-5:30 pm

**Thank you!**

**THE FIRST STEP  
TOWARDS GETTING  
SOMEWHERE IS TO  
DECIDE THAT YOU ARE  
NOT GOING TO STAY  
WHERE YOU ARE.**

Change can be scary,  
but you know what's scarier?  
Allowing Fear to stop you  
from Growing, Evolving  
and Progressing.

- Mandy Hale -

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