



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

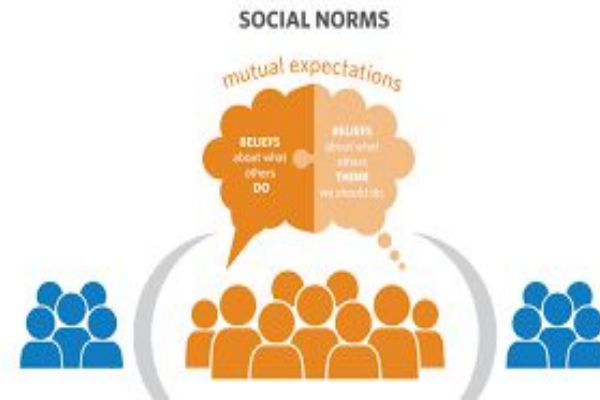
# Equitable Outcomes for All Students

## January 25, 2023



# 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



## In the last meeting:

- The committee proposed a Diversity Calendar for the district.  
*The calendar has been approved by the Cabinet.*

## Additional sub-committee:

- A student subcommittee for Equitable Outcomes For All has been formed.
- Their meeting will take place between two committees.
- This is being done for a constructive dialogue and contribution by our students.

## Today's goal:

- District Wide common expectations & protocols for TREATMENT!
- Effective use of Diversity Calendar in academics

### Thinking questions:

- ★ What should treatment look like on every WESD campus from the perspective of a student, teacher, parent, staff member, or community partner?
- ★ What are the next steps required for equity and inclusiveness of a diverse population through trust, cooperation and WESD culture?

# Enough to survive but NOT to thrive!



**What is most important to survive...and to thrive?**  
**What needs to be done to ensure a thriving community?**

# Treatment...the non-negotiables across district

Based on 6 goals of Education Equity by ADE,

Treatment is:

Interactions between individuals and groups are...

accepted,

valued,

respected,

safe,

and secure without fear of threat, humiliation, danger, or disregard.

**How do I deserve to be treated?**

**Understanding difference between intentional & unintentional behavior**

**Share your perspective**

What will you like to see on all WESD campuses that makes you feel all of these?

- As a parent
- As a student
- As a staff member
- As an administrator

## Treatment...the recommendations from you

Student & Parents groups will go to Hopi room.

District & School staff groups will stay in Navajo room.

### Step 1:

Write down atleast **5 behavioral expectations** from your environment as a uniform group.

*Feel free to first individually jot down your ideas on a sticky note.*

For example:

- student to student/colleague to colleague
- Teacher to student/staff member to school administrator
- Principal to student/school administrator to district administrator
- Bus driver/cafeteria staff or nurse etc. to student/staff to community partner
- Parent to student/parent to staff
- **Focus on observable actions like a smile, shake hands, rolling eyes etc.**

## Treatment...the recommendations from you

### Step 2:

- Diverse groups are formed.
- Each group member share findings of their group with the diverse group.
- As a diverse group come up with **5 common recommendations**.

### Final Step:

- As a whole group we finalize **3 recommendations** that will be presented to cabinet members.
- Brainstorm on the roll out of these recommendations to schools after approval from the cabinet.*(How can this become a systematic part of our system?)*

# Meeting dates for the school year 2022-2023

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
May 17, 2022 (3 <sup>rd</sup> Wednesday)	4:30-6:00 pm



- ❖ **Next meeting will be on March 29, 2023**
- ❖ **Agenda for next meeting**
  - **Effective use of Diversity calendar**

**TREAT with kindness!**

BE KIND

ABOVEINSPIRATION