



WASHINGTON
ELEMENTARY SCHOOL DISTRICT

Equitable Outcomes for All Students

October 26, 2022



ice BREAKER

That's me...

- ★ One person will share something about him/herself (i.g: I have travelled out of the country)
If you relate to what is shared, raise your hands...do your jazz hands and say "THAT'S ME!"
- ★ Think about something that is UNIQUE to you and share that out.
- ★ If no one can relate to your uniqueness, then you do your jazz hands and say... *"I am UNIQUE!"*

See how many people can relate to each other.

And, we rotate!





- **Norms Review**
- **Recap of last meeting**
- **Sub committee work done from last meeting onward**

Next Steps:

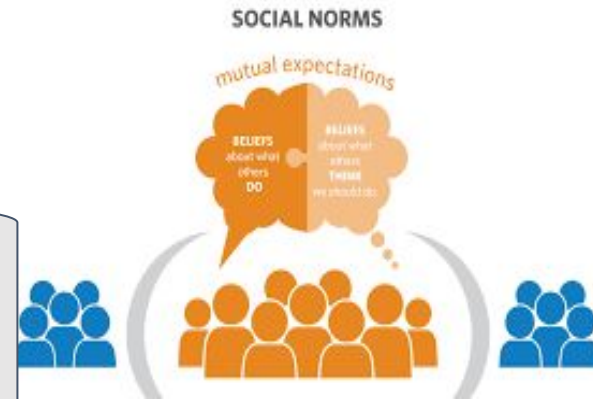
- **Finalization of Multicultural Calendar**
- **District Wide common expectations & protocols for TREATMENT!**

“In order to change the world, you have to get your heads together first.”- Jimi Hendrix

Let's quickly remind ourselves of EOC 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

When Thomas Jefferson penned “all men are created equal,” he did not mean individual equality!



Recap of last meeting

Introduction of members: We have two new members in addition to the ones that could not be a part of this meeting last time.

We discussed:

1. The purpose of this Advisory Committee
2. Decision making process
3. Review of WESD Goals & 6 Goals of Education Equity
4. Synopsis of change we wish to see & Mindful Work
5. As a group, we identified the biggest need: TREATMENT!

Important Summary of Last Meeting

Decision Making Protocols

- 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: 16/20 present

6 Goals of Education Equity

1. Outcomes
2. Access and Inclusion
3. Treatment
4. Opportunities to Succeed
5. Resources
6. Shared Responsibility and Accountability

WESD Goals-2022-2023

- Safe, Secure, and Healthy Learning and Work Environment for All
- Raise All Students' Achievement
- Family and Community Engagement

Mindful Work

- Establish attainable timelines
- 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
- College, career readiness, trades, vocations awareness and expectation setting
- In person meetings with stakeholders-teacher/caring adult
- Suggested activities and expectations for schools

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)

WESD Equitable Work Highlights...last meeting onward

- ★ Subgroups Identified for Academic Equity: Native American/African American
- ★ Catering to the needs of WESD refugee population-Refugee Camp was organized
- ★ Centralized Volunteers Database is created (Comprises of community members)-560 members
- ★ Centralized Community Partners Database Created-462 (382_80)
- ★ Common Curriculum is in place across board
- ★ Afterschool Academy and Parental Collaboration
- ★ Community partnerships to help displaced refugee families

All links are being certalized and updated at WESD Website simultaneously.

Per Arizona Department of Education Diversity...

Includes all how people differ, encompassing the different characteristics that make one individual or group different from another; including expression, sexual race, ethnicity, gender, gender identity ororientation, language, religion, nationality, immigration status, cognitive or physical ability, family background or structure, income, zip code.

**This definition also includes a diversity of ideas, perspectives, and values.
Individuals may affiliate with multiple identities.**

This definition is the basis of this committee's work in today's meeting



Let’s take a look at the *Diversity* with WESD

30 out of 33 schools are Title-1

Total Languages spoken: 82

Total Ethnicities: 7

Total Refugee Families:172

Homeless: 171

Foster care: 17

Total English Language Learners (in program):3702

Total Special Needs students (with IEP): 2721

Total Gifted Students (in program): 1107

Ethnicities

523	Asian
1,995	Black
10,553	Hispanic
647	Native American
909	Mixed Race
32	Pacific Islander/Hawaiian
4,528	White

19,187

Let's think carefully about the perspectives diversity brings in...



Recommendation for Diversity Calendar

Important dates:

- ❖ What should this calendar be called: Multicultural calendar or Diversity calendar?
- ❖ What should be the basis: Languages, Cultures, Countries, Ethnicities...or something else? - *People speaking different languages*
- ❖ What are the expectations across board once calendar is finalized: Celebrations, mention in the morning announcements, mention in the school NewsLetters, Parental Involvement, relevant Field Trips, District website Flash...etc.?
- ❖ Should there be just the dates or supporting information regarding events as well?
- ❖ What kind of calendar format be adopted: here are some samples.

Sample # 1 (Multicultural Calendar for 2022-2023)

<https://sps.cuny.edu/about/cied/diversity-calendar> (Quick links)

Sample # 2 (Multicultural Calendar for 2022-2023)

<https://www.cu.edu/ssc/dio/calendar>-Easiest

Sample # 3 (Multicultural Calendar for 2022-2023)

<https://diversity.uiowa.edu/Celebrations/january-2023-celebrations>

Sample # 4 (Multicultural Calendar for 2022-2023)

https://www.ucl.ac.uk/equality-diversity-inclusion/sites/equality_diversity_inclusion/files/diversity_calendar_22-23.pdf

Sample # 5 (Multicultural Calendar for 2022-2023)

<https://www.pta.org/docs/default-source/files/why-pta/2022/multicultural-calendar-22-23.pdf>

Sample # 6 (Readymade-costes money) Multicultural Calendar for 2022-2023)

https://www.diversityresources.com/aa_gsr/grid-new2.php?key=Oszli8vTSkyN&datefilter=2022-10-18

<https://www.diversityresources.com/diversity-calendar-video-tour>

<https://www.diversityresources.com/wp-content/uploads/2020/10/Diversity-Resources-Website-Security.pdf>

<https://www.diversityresources.com/add-diversity-calendar-to-google-calendar>

<https://www.diversityresources.com/diversity-calendar-it-overview/>

Plan (Diversity Calendar for 2022-2023)

The finalized calendar will be recommended to the Executive Board.

If approved...it will be added to the following links on WESD Website with links to the relevant information of the events:

- ☐ Main Page
- ☐ Under Community partners
- ☐ Under Equitable Services Page
- ☐ On all WESDSchools Websites



Suggestions?

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.

Share your perspective

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

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

Treatment...the non-negotiables across district

As a group...come up with three treatment actions that you would like to see on all WESD campuses.

For example...

All WESDschoools should have 'welcome' signs in multiple languages

- 1.

Let's part with this thought

How You Treat People Is Who You Are!

"NO MATTER HOW
RICH, TALENTED
OR GREAT **YOU**
THINK YOU ARE...
HOW YOU
TREAT PEOPLE
ULTIMATELY
TELLS ALL"

FEARLESS SOUL



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 rd Wednesday)	4:30-6:00 pm

Thank you!

“ The secret of change
is to focus all of your
energy not on fighting
the old, but on building
the new”-Socrates

