

Equitable Outcomes for All September 25, 2024





Today's Agenda

- ★ Icebreaker activity
- ★ Understanding meeting expectations-Norms & Purpose
- ★ Re-cap of EOFA committee for 2023-2024
- ★ Update on summer work
- ★ Setting goal(s) for 2024-2025



Let's get to know each other





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

Decision Making Process:

1. Thumbs up-you agree
2. Thumbs to the side -support it, but need to say why
3. Thumbs down-you don't agree and you have to provide why and solutions

Quorum:

1. 80% of members respond
- ❖ Be responsive to the assigned tasks
 - ❖ Sign in for any meeting that you attend

❖ Attendance sign in link:

https://docs.google.com/forms/d/e/1FAIpQLSf9om76xGYKUF9ggjcTziGRxNZ3UBB-Fm_h58T0IG8YzpUToQ/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.





SUMMER UPDATE...

- ❖ Student focus groups from selected WESD schools were formed to gather input regarding preferences for the Bill of Rights
- ❖ A Bill of Rights was presented to WESD Board
- ❖ A survey to gather information regarding 'RESPECT' was sent to Teachers and students
- ❖ The following definition of 'RESPECT' in the classroom was generated based on the survey results

In WESD, Respect in the classroom is demonstrated by being an active listener, supporting of agreed classroom expectations, speaking kindly, taking care of each other's things, and ensuring everyone feels valued.

- ❖ An introductory session on RESPECT was rolled out to students and staff
- ❖ A consultant will be training the district leaders on various aspects of TREATMENT



When should we start the roll out?

- ❖ Planning and training for DO and school administrators

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 and treatment. 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



Goal(s) for 2024-2025

1. Visible welcome signs in various languages in all WESD schools
2. Training to district office on 'TREATMENT'
3. Effective communication strategies-verbal and writing to staff



Questions/Suggestions

- Define what “areas” of treatment need to be our focus then move forward.
- Clarify the definitions of various phrases in the goals (e.g., “effective communication”)
- What does the welcome sign really include and how many languages do we include?
- Where should the “Welcome” signs go on the school grounds?
- Training on effective communication strategies for different cultures. There are differences in various cultures who respond to different modes of communication. Written communication in their language would be well received (e.g., flyers, newsletter, etc.). WESD translators available for face-to-face meetings.
- What is the plan for rolling out the training on “Treatment” from District to schools? From the district leadership to specific groups (e.g., Office managers) then to school staff.
- Staff training specifically on how to respond to upset parents with the goal of hearing the parents concerns and being able to respond appropriately for the situation.
- The third goal seems to be the easier one to tackle than the first two. Perhaps getting started on the third goal would be the best first step.

EOFA committee meetings dates for 2024-2025

The meetings will take place last Wednesday of every month.

Date	Time
September 25, 2024	4:15-5:30 pm
October 30, 2024	4:15-5:30 pm
January 29, 2025	4:15-5:45 pm
February 26, 2025	4:15-5:30 pm
March 26, 2025	4:15-5:30 pm
April 30, 2025 (Last Meeting)	4:15-5:30 pm

