

District Equity Advisory Team

April 29, 2021



#Washougal *Rising*

Our Purpose (Why & What)

Purpose: To enhance and improve the district's efforts to ensure social, emotional and academic success for all students by closing opportunity gaps for students and providing equitable and inclusive working and learning environments for all students, families, staff and community.

Responsibility: To advise, provide input, and help prioritize the district-wide equity efforts.

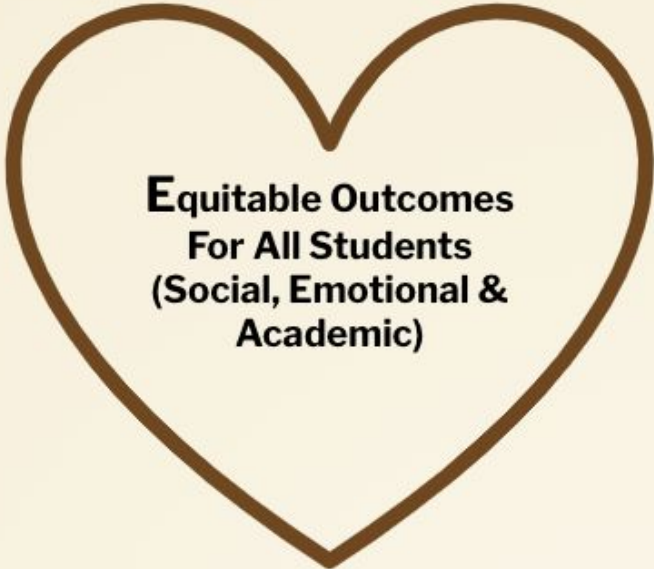
- Support the development of the WSD Equity Policy, Procedure & Action Plan
- Provide input into the development of an equity decision-making tool that we will use to engage everyone involved in the Washougal School District to be aware, learn, think and determine how equity impacts choices in instruction, programming, staffing, funding, and policy.
- Review memorandum of agreement with Washougal Police Department. This review must involve parents, students, and community members.

#Washougal *Rising*



Meeting Dates

- December 10 Meeting (3:00 pm - 5:00 pm)
- January 28 Meeting (3:00 pm - 5:00 pm)
- February 18 Meeting (3:00 pm - 5:00 pm)
- March 4 Meeting (3:00 pm - 5:00 pm)
- March 18 Meeting (3:00pm - 4:30 pm)
- April 29 Meeting (3:00 pm - 5:00 pm)
- May ? Meeting (3:00 pm - 5:00 pm)



**Equitable Outcomes
For All Students
(Social, Emotional &
Academic)**

#Washougal *Rising*



Five Agreements

- **Stay Engaged:** Staying engaged means “remaining morally, emotionally, intellectually, and socially involved in the dialogue.”
- **Experience Discomfort:** This norm acknowledges that discomfort is inevitable, especially in dialogue about race, and that participants make a commitment to bring issues into the open. It is not talking about these issues that create divisiveness. The divisiveness already exists in the society and in our schools. It is through dialogue, even when uncomfortable, the healing and change begin.
- **Speak Your Truth:** This means being open about thoughts and feelings and not just saying what you think others want to hear.
- **Expect and Accept Non-Closure:** This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue.
- **Understand Your Intent & Own Your Impact** - What you say and how you say it matters. Evaluate how your response to a situation might affect others and make adaptations that are influenced by understanding the cultural stories and backgrounds of others.

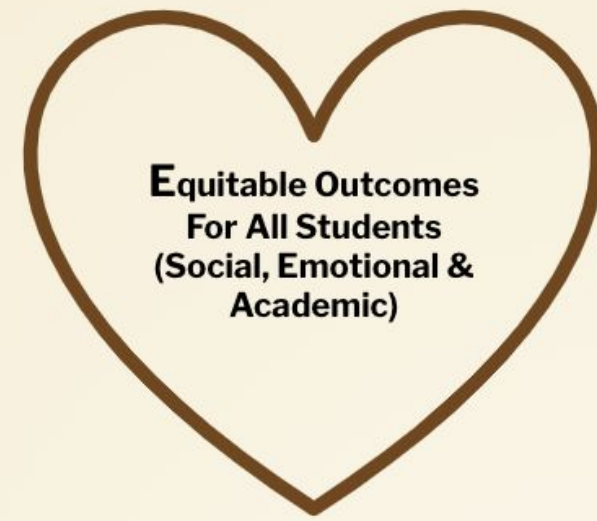
Courageous Conversations Training - Glenn Singleton & Ben Ibale

#Washougal *Rising*



Zoom Meeting Norms

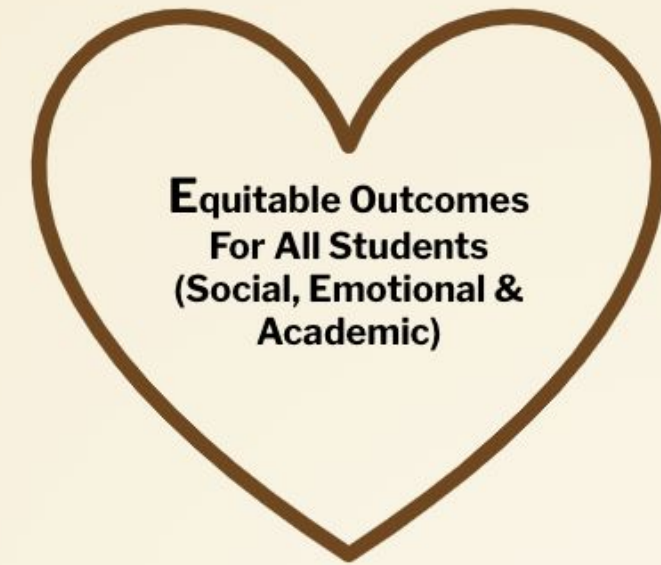
- **Cameras On** - Please keep your cameras on as much as possible
- **Audio**- If you are not talking, please have your microphone “muted”
- **Questions/Comments** - Use the “blue hand” option for questions/comments
- **Chat** - Use the chat for comments and questions



Today's Meeting

(3:00 pm - 5:00 pm)

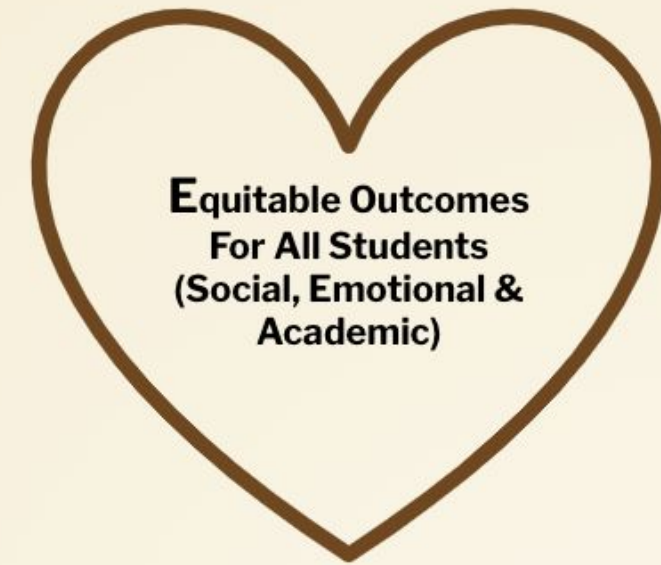
- Welcome and District Update (30 min)
- Policy & Procedure Information (20 min)
- Equity Policy Feedback (30 min)
- Equity Policy Feedback (30 min)



#Washougal *Rising*

Highlights & Questions

- ParentSquare Survey (Enrollment for 2021-22)
- Staff Vaccinations
- All Students In-Person Four Days a Week
- CRCM Training (Modules I, II & III)
- Equity Policy - 1st Reading w/School Board
 - Grateful!
- Equity Town Hall on Tuesday, May 6 from 6 - 7 pm



#Washougal *Rising*

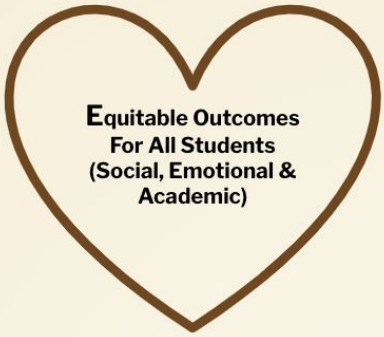


2020-21 Measurable Outcomes

- Each school will have a Building Equity Team that meets monthly
- The District will have a District Equity Advisory Team that meets four times a year
- The District will have an District Equity Planning Team that meets bi-monthly to support and implement the work of the Advisory team
- ***Development and board approval of District Equity Policy and Procedure***
- ***Development and board approval of a 3-5 year WSD Equity Action Plan***
- ***Development and board approval of District Equity Lens decision making tool***
- ***Development of Washougal School District Social and Political Expression Guidance***
- Provide Culturally Responsive Classroom Management Training to Certificated & Classified Staff
- The District will participate in the WASA sponsored Equity Framework Cohort (Hanover Research)



Strategic Plan 2019-2025



Strategic Plan Equity Goal: We will engage in intentional efforts to identify disparities that create opportunity gaps, and take action to eliminate the achievement gap. We will develop and strengthen students' agency, so they are prepared for careers, college and life.

- **KNOW**

- Identify students from marginalized groups
- Learn the many assets and strengths of families, students, and their respective communities

- **NURTURE**

- Develop culturally responsive practices
- Ensure inclusive environments that value contributions from all groups
- Utilize trauma-informed pedagogy
- Provide staff and students space to develop agency, and shift ownership of learning from teachers to students

- **CHALLENGE**

- Disrupt systems that perpetuate institutional biases and oppressive practices
- Hire a diverse workforce that reflects the students we serve



#Washougal *Rising*

Theory of Change

If **we** engage in intentional efforts to identify **disparities** that create **opportunity gaps**, and take action to eliminate the achievement gap then we will develop and strengthen students' agency, so they are prepared for careers, college and life.

Resources are those “things” that we can leverage to get the change we want to see include:

- **People** - Who can help you create the change we want to see? Specific and intentionally identified people who can help us achieve the changes we want to see.
- **Expertise** - Key, specialized knowledge that is used to support the change we want to see. Where is it, how do we get it, how do we communicate it, how do we use it.
- **Durables** - Does not go away (meeting space, research, time)
- **Exhaustibles** - One time use, need to be replenished, need a sustainability plan (money, time)

#Washougal *Rising*



Policy & Procedure

Our Why?

Policy - Policy is a board's broad statement of direction that sets a course of action and provides guidance for students, district employees, community members, and the board itself. State (RCWs & WAC's) and federal laws often require boards to adopt written policies. Policies are invaluable for setting direction and providing oversight on behalf of the school community. Education policy is constantly evolving due to ever-increasing state and federal regulation. Keeping board policies current is challenging. Changes in the law and recommended practices occur frequently, which makes purposeful policy-making an ongoing task for school boards.

Our What?

Procedure - The superintendent is responsible for developing administrative procedures needed to implement board policies. A comprehensive set of administrative procedures tailored to the board's policies and local needs provides crucial implementation tools such as process guidance and forms. Not every policy will require an accompanying procedure, and some policies will require more than one.



WSD Policy & Procedure



Board Policies

The Board of Directors - Policy Series 1000

Instruction - Series 2000

Students - Series 3000

Community Relations - Series 4000

Personnel - Series 5000

Management Support - Series 6000



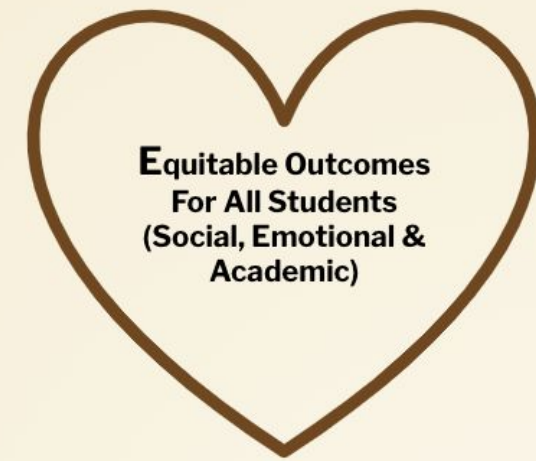
Requirements and Assessments

Rights and Responsibilities	3200
Sexual Harassment of Students Prohibited	3205
Prohibition of Harassment, Intimidation and Bullying	3207
Nondiscrimination	3210
Transgender Students	3211
Freedom of Expression	3220
Freedom of Assembly	3223
Student Dress	3224
School-Based Threat Assessment	3225

#Washougal *Rising*



Equity Policy - 0050



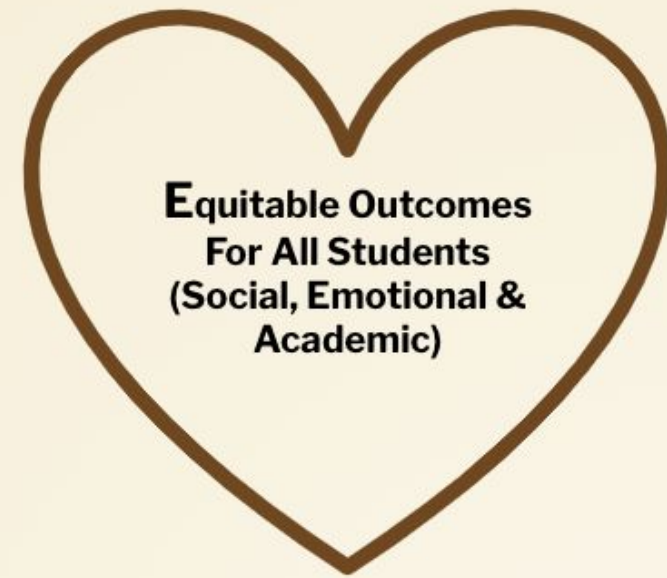
Each Group analyzes the District Equity Policy and provide feedback one two ways:

- **“Support”** - Share thoughts/examples of appreciation
- **“Wonder”** - What you would like to add/remove/rewrite

Policy - [Policy Link](#)
Policy - [Padlet Link](#)



Equity Procedure - 0050



Each Group analyzes the District Equity Procedure and provide feedback one two ways:

- **“Support”** - Share thoughts/examples of appreciation
- **“Wonder”** - What you would like to add/remove/rewrite

Procedure - [Procedure Link](#)

Procedure - [Padlet Link](#)

#Washougal *Rising*



Narrative of Change?

- Who are we as a community?
- What makes us believe in this community?
- What challenges do we face?
- What hopes do we share?
- What makes this a priority for us now?
- What is the US and NOW of our narrative?
- How do we use our Story of Self to build into the narrative?



Educational Equity

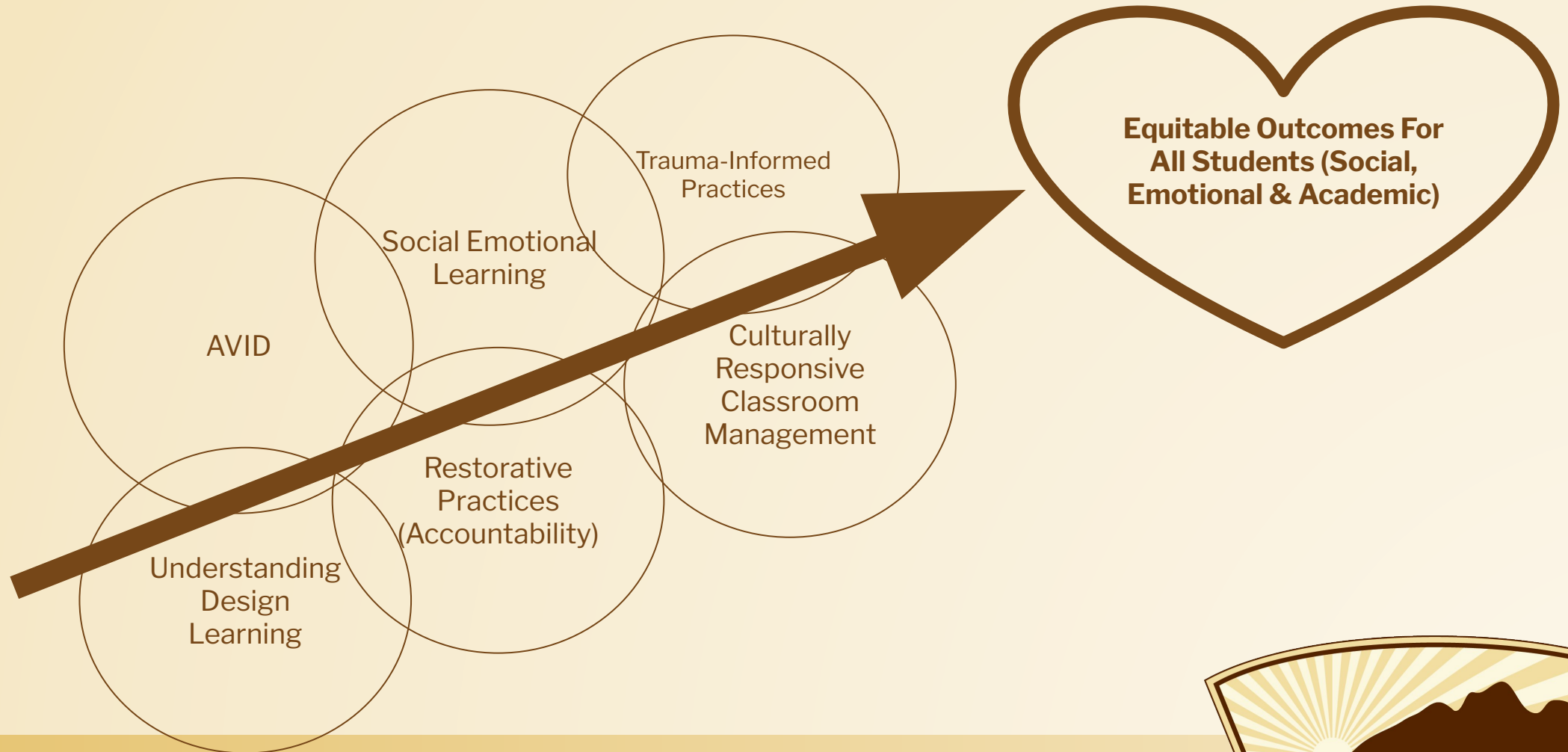
Districts achieve educational equity when they provide all students with the resources and conditions necessary to realize academic excellence across all valued indicators of success.

Understanding Equity - Hanover Research

#Washougal *Rising*



If **we** engage in intentional efforts to identify **disparities** that create **opportunity gaps**, and take action to eliminate the achievement gap then we will develop and strengthen students' agency, so they are prepared for careers, college and life.



#Washougal *Rising*



2020-21 Measurable Outcomes

- Each school will have a Building Equity Team that meets monthly - **October 2020**
- The District will have a District Equity Advisory Team that meets four times a year - **December 2020**
- The District will have an District Equity Planning Team that meets bi-monthly to support and implement the work of the Advisory team - **November 2020**
- **Development and board approval of District Equity Policy and Procedure - May 2021**
- **Development and board approval of a 3-5 year WSD Equity Plan - June 2021**
- **Development and board approval of District Equity Lens decision making tool - May 2021**
- Development of Washougal School District Social and Political Expression Guidance - **March 2021**
- Provide Culturally Responsive Classroom Management Training to Certificated & Classified Staff - **August 2020 - June 2022**
- The District will participate in the WASA sponsored Equity Framework Cohort (Hanover Research) - **November 2020**

#Washougal *Rising*

