

District Equity Advisory Team

April 29, 2021
May 20, 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.

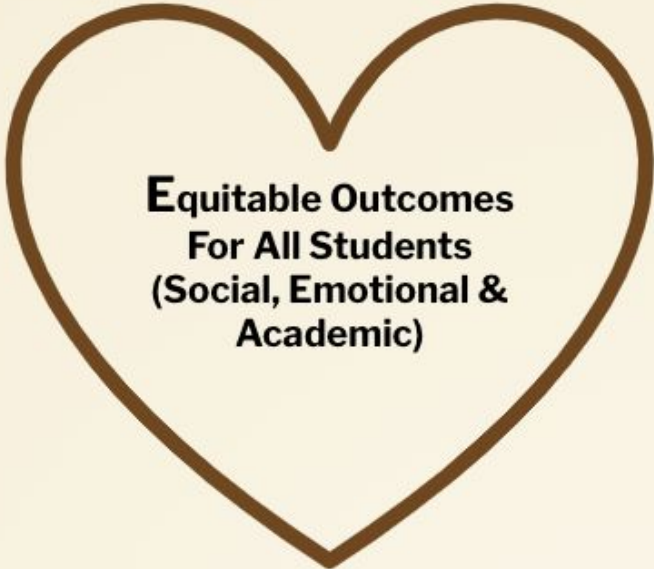
- Support the development of the WSD Equity Policy, Procedure & Action Plan
- Provide input into the development of an equity decision-making tool that we will use to engage everyone involved in the Washougal School District to be aware, learn, think and determine how equity impacts choices in instruction,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

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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 20 Meeting (3:00 pm - 5:00 pm)



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

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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

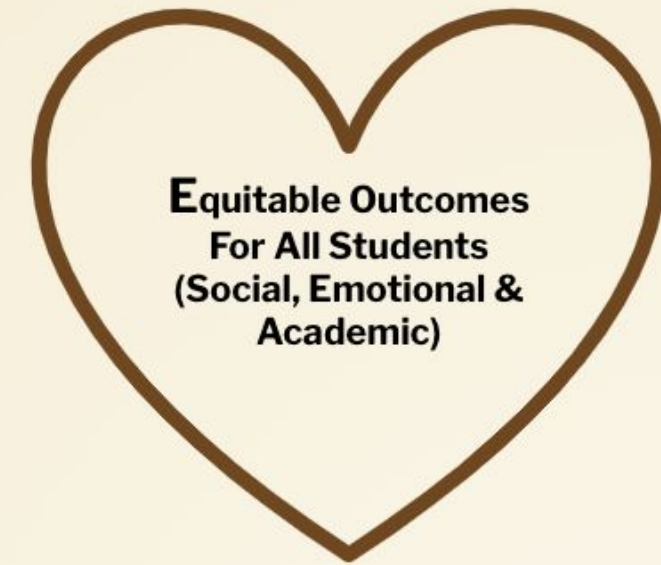
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Today's Meeting

(3:00 pm - 5:00 pm)

- Welcome & 'Advocating for ALL Children'
- District Update
 - Exciting News
 - Equity Townhall Follow Up
 - May 11 Board Meeting Q & A
- Equity Policy, Procedure and Plan of Action
- Equity Decision-Making Tool

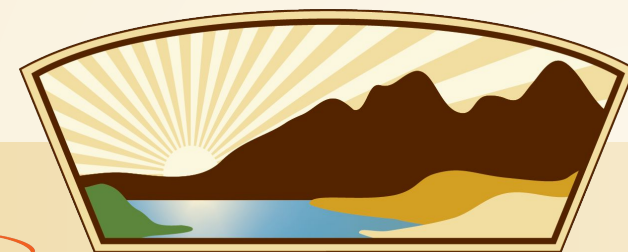


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Washougal School District Job Description

The Washougal School District is committed to attracting, developing, and retaining a highly qualified workforce that appreciates the diversity of our community and is committed to practices that are responsive to the needs of all students and families. The Washougal School District desires inclusive schools and classrooms that celebrate the diversity of our school and community. We welcome candidates representing the diversity of the world.

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Advocating For ALL Children

What does it mean to advocate for ALL children?

OR

How can we advocate for ALL children?

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Exciting News

Culturally Responsive Classroom Management

Dual-Language Immersion

Equity Training

[Hearts of Glass....Link to Trailer](#)

Equity Townhall

Hosting a Vaccination Clinic (May 22 & June 9)

Planning for 5-Days a week for 2021-22

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TownHall Follow-Up

Difference between equity and equality?

Is the "equity" you speak of related to racial differences only? Or is this based on providing children who experience obstacles, including socioeconomic disadvantages, or learning disabilities?

Is a student's race considered when giving a student time and resources?

Will the district's discipline policy be made public?

Do all teachers and students give equal effort in the classroom?

Can a "hate act" be directed at a person for being white?

Is there a place where we can see who is on this board, their qualifications and time on the board?

How do other members of the community get involved with this initiative?

While the verbage of equity in this context appears geared towards racial inequity, does the district have support in place for our LGBTQ+ students?

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Equity Policy

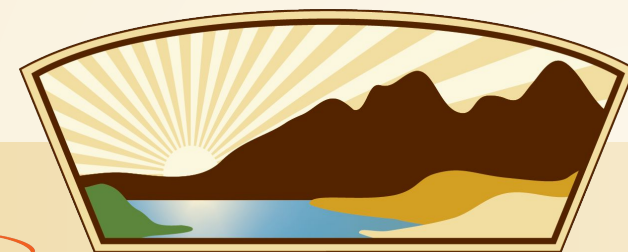
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Theory of Change

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.

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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)



Start, Stop, Keep - Equity Work

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