

Wauwatosa School District Equity Plan 2018-2020

The Wauwatosa School District Equity Plan is intended to align with the objectives in the Wauwatosa School District’s Strategic Plan.

- Highly Effective Teachers and Staff
- Continuous Improvement in Student Learning
- Sound Stewardship of Resources
- Community Relationships to Benefit Students

PILLAR 1: Empower all students to achieve their own academic vision/goals and encourage excellence in education for all.

Outcome: Ensure all students leave the Wauwatosa School District with the skills necessary to pursue their college and career goals.

Evaluation metric:

Strategies	Action Steps	Evidence of Goal Achievement
<p>COURSE ENROLLMENT:</p> <ul style="list-style-type: none"> ● Research and eliminate the barriers that exist in specific curricular areas that prevent access and opportunities for all students. ● Promote student enrollment in career based learning experiences through the Academic and Career Planning program (GPS, Inspire, internships, job shadowing). 	<ul style="list-style-type: none"> -Identify courses to audit -Collect and analyze enrollment data -Develop an action plan to market, encourage and support enrollment -Gather baseline data on career-based learning -Identify opportunities for growth -Develop a plan to market, encourage and support enrollment 	<p>Develop an action plan that addresses the underrepresentation of students who are historically underserved in higher level courses (core content areas, Advanced Placement courses, Project Lead the Way courses).</p> <p>Develop a career based learning experiences (CBLE) enrollment report for beginning of year, mid-year and end of the year.</p>
<p>EARLY COLLEGE CREDIT PROGRAM (ECCP):</p> <ul style="list-style-type: none"> ● Increase awareness and utilization of Early College Credit Program among student groups underrepresented in higher education. ● Explore opportunities to provide transportation to and from post-secondary institution for students at no cost when a course has sufficient enrollment. 	<ul style="list-style-type: none"> -Create a plan to inform students and families about opportunities -Identify if there is a need -Explore transportation options and costs 	<p>Collect baseline participation data at the end of year 2018-2019. Data utilized to set goal to increase participation.</p> <p>Provide a questionnaire for students participating in the ECCP that addresses the need for transportation.</p>

SCHOLARSHIPS:

- Develop a database of diversity scholarships, publicize and promote to students.
- Introduce college application and scholarship clinics during the school day to help students through the application and essay writing process – encourage potential first generation college students to attend.

SCHOOL IMPROVEMENT PLANS:

- All schools will prepare a goal for equity utilizing the following questions in their data analysis:
 - What inequities, disparities, and/or marginalizations happen in my school related to academics, behavior, extra-curricular activities and what students or groups of students are impacted by these inequities, disparities, and/or marginalizations? How will my school explicitly address these inequities, disparities, and/or marginalizations?

- Create a database
- Develop a plan to promote and publicize
- Identify dates and times of events at each HS
- Create event outcomes and agendas

- Identify goal areas

Data collected on the number of students of color applying for diversity scholarships.
 Develop a monitoring system that tracks the application completion process for students of color.

Schools will provide a report to the Superintendent and District Directors on goal progress at the end of school years.

PILLAR 2: Increase cultural awareness/competency of all teachers, administrators and staff

Outcome: Every staff member will demonstrate specific ways in which they personally increased their cultural competency and awareness of equity.

Evaluation metric:

Strategies	Action Steps	Evidence of Goal Achievement
<p>DISTRICT EQUITY LEADERSHIP TEAM:</p> <ul style="list-style-type: none"> ● Create and sustain a team of administrators, teachers, and parents to advance opportunities and access for all students and monitor the implementation of the district’s equity plan. <p>PROFESSIONAL LEARNING PLAN:</p> <ul style="list-style-type: none"> ● Provide shared experiences and professional learning to all staff in the areas of identity, implicit and explicit biases, trauma sensitive schools <p>CLASSROOM INSTRUCTIONAL PRACTICES:</p> <ul style="list-style-type: none"> ● Provide professional learning in the schools around culturally responsive practices in the classroom. <p>REVIEW OF INSTRUCTIONAL MATERIALS:</p> <ul style="list-style-type: none"> ● Review new and existing educational materials to ensure they reflect the diversity of our community. 	<ul style="list-style-type: none"> -Create core team -Calendar meetings -Identify mission, vision, outcomes <ul style="list-style-type: none"> -Schedule and communicate dates of workshops -Building based follow-up to expand upon initial learning and identify ways to impact practice <ul style="list-style-type: none"> -Create calendar of staff learning opportunities -Define the K-12 coaching model and how to embed and support learning -Create look fors <ul style="list-style-type: none"> -Identify subjects for initial review -Create calendar of reviews, professional development, and communication 	<p>Establish calendar of meetings along with agendas and meeting notes to document focus of conversations.</p> <p>100% staff participation in shared experiences and professional learning.</p> <p>100% instructional staff participation in shared experiences and professional learning.</p> <p>Checklist and/or rubric will be created to assess materials in 2018-19; updates will be made to materials as appropriate.</p>

PILLAR 3: Ensure welcoming safe, inclusive and equitable school environments for all.

Outcome: Students, parents and community members will feel valued as individuals.

Evaluation metric:

Strategies	Action Steps	Evidence of Goal Achievement
<p>STUDENT ENGAGEMENT SURVEY:</p> <ul style="list-style-type: none"> Analyze results from the initial January 2018 administration to establish baseline data; Disaggregate data collected by race/ethnicity to identify areas of concern for students of color. <p>SCHOOL-BASED EQUITY TEAMS:</p> <ul style="list-style-type: none"> Form teams at each school to address issues that affect student learning and behavior. <p>COURAGEOUS CONVERSATIONS:</p> <ul style="list-style-type: none"> Advance opportunities for students and staff to engage in courageous conversations within their schools. (listening sessions) <p>PROPOSE BLACK STUDIES COURSE:</p> <ul style="list-style-type: none"> Form a team of administrators, teachers and students to develop a high school course that will focus on literature, history and/or contemporary issues. 	<p>-Add to SIP</p> <p>-Building defined core teams (identify representative for District Equity team)</p> <p>-Calendar of monthly meetings</p> <p>-Calendar 3x per year (each group)</p> <p>-Develop potential protocols</p> <p>-Reconvene district team</p> <p>-Write course proposal</p> <p>-Present to Curriculum Council in October</p> <p>-Present to the Board in early November</p>	<p>Schools will create areas of focus for growth within their School Improvement Plans.</p> <p>Each school will establish a calendar of meetings along with agendas and meeting notes to document focus of conversations.</p> <p>Each school will establish a calendar of a minimum of three meetings per year along with agendas and meeting notes to document focus of conversations.</p> <p>Course will be proposed to the school board in November 2018 with implementation of course in the fall of 2019-2020 at both high schools.</p>

<p>CAREER FAIRS:</p> <ul style="list-style-type: none"> We will participate in career fairs each year, including the fair sponsored by Closing the Achievement Gap Consortium (CAGC). At those events, participants can sign up for email notification of future postings. <p>PROMOTIONAL MATERIAL:</p> <ul style="list-style-type: none"> The district will continue to use promotional material with a theme of diversity. For instance, in 2017, we created a handout specifically targeted to employment candidates, and diversity is a theme in that document (note references to a "diverse district" and "34% students of color"). <p>NOTIFYING SELECTED ORGANIZATIONS OF POSTINGS:</p> <ul style="list-style-type: none"> The following organizations receive notification of job postings: Milwaukee Urban League, Troops to Teachers, and MATC. The hope is that those groups will share the job information with the communities they serve. To the extent the organizations wish to continue receiving the postings, we will send them out. <p>GROUP OF STAFF OF COLOR TO OFFER RECOMMENDATIONS ON RETENTION</p> <ul style="list-style-type: none"> In March 2018, a group whose purpose is to offer recommendations on how to more effectively retain staff of color was established. 	<p>Attend career fairs sponsored by UW-Milwaukee and the CAGC/CESA #1.</p> <p>Continue to create promotional materials with an emphasis on diversity.</p> <p>Continue to notify selected organizations of postings via email.</p> <p>-The group is established. -The group meets and creates recommendations. -The group submits suggestions to administration. -Administration incorporates/implements ideas. -The group and administration repeat steps 2-4.</p>	<p>Number of applicants who meet with Wauwatosa at a career fair, apply for a teaching position, and are hired.</p> <p>Number of applicants of color hired who were at least partially inspired to apply for position based on promotional materials.</p> <p>Number of applicants of color hired who learned of job opportunity through partner organizations.</p> <p>Number of employees of color who remain in district.</p>
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PILLAR 5: Strengthen parent and community partnerships

Outcome: Increase opportunities for parents to provide feedback to schools and the district about their children’s social, emotional, and academic well-being.
Evaluation metric:

Strategies	Action Steps	Evidence of Goal Achievement
<p>SCHOOL PERCEPTION SURVEY:</p> <ul style="list-style-type: none"> ● Disaggregate the data collected from the School Perceptions Parent Survey by race/ethnicity to identify areas of concern for families of color within our school district. ● Increase the response rate to the survey among parents of students of color; target additional communications to families of color with reminders to complete the survey and express the importance of the feedback received. <p>FAMILY/COMMUNITY ENGAGEMENT:</p> <ul style="list-style-type: none"> ● Schools will survey parents for topics and themes that matter most to them. ● Develop a series of parent chats at each school to provide parents with an open forum to dialogue with teachers and administrators about their children’s social, emotional, and academic experiences in our district. ● Promote district equity work throughout the Wauwatosa community. 	<ul style="list-style-type: none"> -Add to SIP -Analyze response rate data -Generate ideas for engagement and outreach -Communication plan -Design survey tool -Schools analyze responses to define chat topics -Create a calendar of events -Communication plan -Communication plan 	<p>Schools will create areas of focus within their School Improvement Plans.</p> <p>Baseline of response rate will be used to establish targeted growth; communications plan will be developed for promotion.</p> <p>Survey tool will be created and data will inform scheduled parent chats.</p> <p>Each school will establish a calendar of a minimum of three chats per year along with agendas and meeting notes to document focus of conversations.</p> <p>A communication plan will be developed.</p>