

# WAHLUKE SCHOOL DISTRICT EQUITY AND LEADERSHIP TEAM

## NEWSLETTER

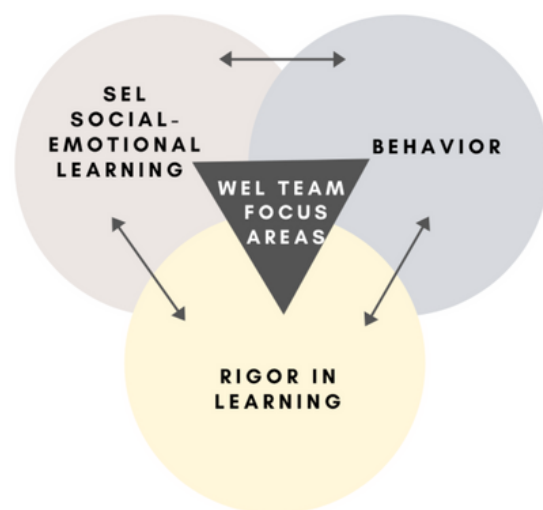


## EQUITY JOURNEY AT WAHLUKE SCHOOL DISTRICT

The Wahluke Equity and Leadership Team was established in the fall of the 2020-2021 school year. The WEL Team is a working team whose charge is to provide leadership with an equitable lens and provide momentum around implementing educational opportunities, policies, and programs focusing on equitable practices and outcomes for all students to thrive in welcoming and inclusive learning environments, where students, staff, and parents know that they matter and that they belong.

WSD's mission is to empower and inspire students for all opportunities in life. To continue to follow the district mission with the evolution of our communities and districts demographics, WSD is charged with reshaping practices to best meet the needs of WSD students and families the district serves. As the district works towards accomplishing the WSD mission, the WEL Team pledges to question, grow, and evolve our understanding of diversity, equity, and inclusion and what it means to be culturally competent at WSD.

Equity in education is raising the achievement of all students while treating all students as the individuals they are, overall making sure that every child gets what they need to have all the skills and tools to pursue whatever they want after leaving our schools, to live a fulfilling life. We believe that equity is about outcomes and experiences for every student every day.



The WEL Teams goals will focus on social-emotional learning, rigor in learning and behavior.

## WEL TEAM GOALS AND FOCUS AREAS

- The social and emotional needs of students are adequately supported in the school, from prosocial skills development to responsiveness to trauma.
- The school's discipline plans are restorative rather than punitive. Ensure that students are treated equally when they misbehave, and consequences are based on an ethic of care rather than demographic characteristics.

- Ensure that there are active working relationships between home and school to increase opportunities to learn.
- All students should experience quality core instruction.



These goals were created based on “The Building Equity Review and Full Audit” exercise from our team's book study.

Our team read and reviewed “Building Equity policies and Practices To Empower All Learners” by Smith, Frey, Pumpain and Fisher.

## WEL TEAM EQUITY STATEMENTS:

- Will provide the most effective support for issues of equity, race, and culture competence when we understand and honor/respect the cultures we work with. Therefore, we must provide learning experiences for staff and include students' and families' voice and experiences into learning.
- Will provide the most effective support for issues of equity, race, and culture competence when we make intentional data-driven decisions. Therefore, we must systematize data collection and data analysis.
- Will provide the most effective support for issues of equity, race, and culture competence when the WEL Team models and supports equitable practices. Therefore, we must create professional learning opportunities for all staff and stakeholders that inspire and nurture the culture of trust.
- Will provide the most effective support for issues of equity, race, and culture competence when we treat all students equitably. Therefore, we must create policies that support the whole child and create a restorative culture (dignity, mutual concern, and respect) that builds connections among all stakeholders (school district employees, students, families, businesses, community members) within our community.

## WEL TEAM TODAY AND MOVING FORWARD

Our WEL Team members have worked very hard to provide two upcoming events for our staff members during the WSD Tri-Days as we kick off the 2021-2022 school year in the fall. We have worked with various district departments to continue the tradition of WSD's famous Wahluke Bus Tour. This tour is a wonderful opportunity for WSD staff members, especially new to our district, to learn about the district's community, history, demographics, and surroundings. This tour allows for a deeper look at WSD student's home life and overall world. We have also been connecting and working with various community members to create a video called “Voiced of Wahluke” that will elevate the Voices of Wahluke families and community members.

Our project goals are to change our students' perceptions and help integrate diverse cultures, heritages, and identities in our classrooms, policies, and practices. The WEL Team also hopes to advance and amplify historically silenced voices and stories in education to inspire and nurture the culture of trust.

## INTERESTED IN LEARNING MORE OR JOINING THE WEL TEAM

The Wahluke Equity and Leadership Team will invite students, parents, and community members to participate on the team beginning fall 2021 and be on the lookout for more information and details.