

Equity Study Action Plan

Presentation to the Westport Board of Education

October 25, 2022



Recommendation 1:

Develop Welcoming and Affirming School Communities

- “Teaching and learning grounded in relationship building...where differences do not equate to deficiencies.” (pg. 1)
- “Educators as learners, recognizing the importance of everyday growth through engaging in difficult dialogues, particularly around critical issues regarding race and equity.” (pg. 9)
- “Students are exposed to a variety of voices and experiences, including the experiences of historically marginalized identities in order to broaden students' understanding of the world and deepen critical thinking.” (pg. 9)

Recommendation 2:

Increase Access to Education Programming for Every Student

- “The school district needs to audit the AP, Honors and track B and C programmatic structure.” (pg. 25)
- “It is critical that the district foundationally assess the pathways by which students are selected for these tracks and critically engage the disproportionality that currently exists...” (pg. 25)
- “[Establish] a system of review and revision to address the disproportionality that exists in behavioral outcomes and IEP classification.” (pg. 25)

Recommendation 3:

Overhaul Data Systems: Disaggregated Data Collection, Analysis, and Usage

- “...there should be a system to document discipline referrals across schools.” (pg. 30)
- “The code of conduct should center restorative approaches and lay out specific restorative practices.” (pg. 29)
- “It is critical to develop fidelity tools for interventions, monitor progress through the collections, analysis and usage of disaggregated data, and evaluate effectiveness of interventions/programs.” (pg. 32)

Recommendation 4:

Invest in Ongoing Professional Learning and Development

- “Any district aiming to create Diversity, Equity, and Inclusion efforts must develop a plan on how they will continue to develop their leaders, teachers, and staff- a plan that is responsive to ongoing student and family needs, and centers equity.” (p. 38)

Action Planning

Why?

In an effort to ensure all students thrive and reach their full potential as lifelong learners and socially responsible contributors to our global society, Westport Public Schools is committed to:

- asset-based pedagogies;
- creating school communities where all students are affirmed and valued in their identities resulting in a deep sense of belonging and;
- providing every student access to the compendium of educational programs offered.

Action Planning

Process

Committee of teachers and administrators reviewed recommendations from the equity study. Action steps were developed and prioritized.

Committee Members

Ali Moran	Jame'el Lawrence
Amanda Moitoso	Janna Sirowich
Anthony Buono	Jessica Carey
Ashley Moran	Karen Thompson
Caitlin Walsh	Micah Lawrence
Cathy Schager	Michele Pollock
Chris Wanner	Natalie Carrignan
Erika Griffin	Nicole Moeller
Faith Sweeney	Valerie Babich
Jacquelyn Mellin	

Action Plan: Year 1 (2022-2023)

Year 1	Initiative	Timeline
1a	District Mission/Vision for DE&I	Oct - May
1b	Review Code of Conduct 6-12 for minor revisions	Oct - June
1c	Research asset-based pedagogies and cultural competency; schedule aligned PD for 22-23	Oct - June

Action Plan: Year 2 (2023-2024)

Year 2	Initiative	Timeline
2a	Analyze data of academic groupings and access to extracurricular programs and develop a plan to increase access and participation.	Sept - May
2b	Collect baseline behavioral data	Sept - May
2c	On-going PD on asset-based pedagogies and cultural competency	Sept - May

Action Plan: Year 3 (2024-2025)

Year 3	Initiative	Timeline
3a	Implement plan to increase access to academic programs and extracurricular activities	July - Sept
3b	Develop a district approach to handling student conduct	Sept - May
3c	Explore Restorative Practices	Sept - May
3d	Ongoing staff PD related to asset-based pedagogies and cultural competency	Sept - May

Year 1 Initiative: Mission/Vision Statement

Initiative Name	Create District Mission/Vision for Diversity, Equity and Inclusion	Initiative Status	Pending
Supports Objective	Create schools where all students achieve at high levels, are valued, and have a sense of belonging		
Initiative Owner	TBD		
Initiative Summary	The formation of a district committee to draft a DEI mission and vision statement for the district. This statement will be vetted through a number of constituent groups, including the Board of Education and parents before finalizing and publishing.		
Resources Required	Meeting times, identification of worthy candidates to serve on committee.		

#	Milestones	Start Date	End Date	Status
1	Identification and formation of DEI Mission Statement Committee	Oct 1	Oct 31	Pending
2	Draft mission/vision statement for DEI in WPS	Oct 31	Dec 1	Pending
3	Get feedback from various constituent groups	Dec 1	March 1	Pending
4	Revise, edit, and publish DEI Mission Statement	March 1	May 15	Pending

Year 1 Initiative: Code of Conduct

Initiative Name	Code of Conduct	Initiative Status	Pending
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Supports Objective	Initial review Code of Conduct for appropriateness and clarity
Initiative Owner	TBD
Initiative Summary	The formation of a district committee to review code of conduct. Ultimately, producing a code of conduct centering around restorative approaches.
Resources Required	Meeting times, identification of worthy candidates to serve on committee.

#	Milestones	Start Date	End Date	Status
1	Identification and formation of Code of Conduct Sub Committee	Oct 1	Oct 31	Pending
2	Identify any irrelevant or outdated content in the code of conduct	Oct 31	Dec 1	Pending
3	Revise, edit, and update code of conduct	March 1	May 15	Pending
4	Determine what behavioral data to collect and analyze yearly	Jan 1	June 1	Pending

Year 1 Initiative: Culture and Community Building

Initiative Name	Culture and Community Building	Initiative Status	Pending
Supports Objective	Develop welcoming and affirming school communities.		
Initiative Owner	TBD		
Initiative Summary	Develop a committee to investigate professional development opportunities that support the development of an inclusive and equitable school community.		
Resources Required	Meeting times, identification of worthy candidates to serve on committee.		

#	Milestones	Start Date	End Date	Status
1	Sub committee researches instructional approaches and professional development associated with asset-based pedagogies and cultural competency.	Oct 31	Dec 1	Pending
2	Determine, schedule and deliver PD on asset-based pedagogies	Oct	Feb	Pending
3	Survey staff about PD offered and needs in years 2 and 3	Nov	March	Pending

Q&A

