

Instructional Spotlight

Equity Council Update

Will Spalding

Assistant Director of EL

Equity Council Chairperson

Vision and Mission of Equity Council



The WCPS Equity Council serves to advocate for equitable opportunities for all students, parents, and staff. The WCPS Equity Council will advise the Superintendent and Board of Education regarding practices, policies, and procedures that promote equity in all district endeavors.

Mission:

- to identify and remove barriers to student learning, achievement, and opportunities.
- to ensure equitable discipline practices for all students.
- to ensure equitable staff recruitment and hiring practices, with a focus on increasing the diversity of staff members.

Our Team and Our Work

WARREN COUNTY PUBLIC
SCHOOLS
WHERE CHILDREN PREPARE FOR SUCCESS

Warren County Public Schools
2021-2022 Equity Scorecard

WARREN COUNTY PUBLIC
SCHOOLS
WHERE CHILDREN PREPARE FOR SUCCESS



Equity Scorecard
<https://bit.ly/WCPSEquity2122>

- Equity Council was established in 2011.
- The Committee is made up of multi-disciplinary members: district leaders, school administrators, general education, EL and SPED teachers, classified staff, parents, and community members.
- Meet bi-monthly as a whole Council.
- Work in Subcommittees aligned with our mission
 - Student Learning, Achievement, Opportunities
 - Equitable Discipline Practices
 - Hiring and Recruitment
 - Community Outreach
 - Promotions and Celebrations

Student Learning, Achievement, and Opportunities Subcommittee



Subcommittee Work

- Reviewed the WCPS Kentucky School Report Card and the WCPS Comprehensive District Improvement Plan (CDIP). Provided feedback on the CDIP - [Meeting Presentation](#)
 - Areas of Concern – Student Gap Groups continue to remain the same (Very Low for Students with Disabilities at all 3 levels, and Very Low for African Americans and EL plus monitored in two levels).
- Reviewed the process for adopting our district common curriculum with HMH Into Reading and Math, as well as Savvas curriculum for High School.
- Provided examples of instructional resources to the Instructional Department that target Gap Groups, marginalized students, and schools with high-risk populations.

Equitable Discipline Subcommittee & Hiring and Recruiting Subcommittee



Equitable Discipline Subcommittee

- Reviewed and presented on PBIS and Tableau, a data analysis platform that has an equity dashboard for underrepresented students in multiple domains like in-school/out-of-school suspensions, GT, Sped, AP participation, etc.
- Reviewed the district behavior matrix and discussed discipline referral process.

Hiring and Recruiting Subcommittee

- Outlined the process for applying for jobs, requirements for classified and certified, and the expanding alternative routes to teaching.
- Discussed the need, not just in recruitment, but also the mentoring of minority teachers for better support and retention.
- Detailed the efforts being made to recruit teachers and support staff.

Community Outreach Subcommittee



WCPS
WARREN COUNTY PUBLIC SCHOOLS
ESTABLISHED 1908

**2022
SCHOOL
SUCCESS
NIGHT**

PICK A NIGHT AND LEARN
HOW TO HELP YOUR CHILD
BE SUCCESSFUL IN SCHOOL

TOPICS WILL INCLUDE -

- Attendance
- Infinite Campus
- ESS/Tutoring Programs
- Report Cards
- FAFSA
- Assessments
- Healthy Kids Clinics

NOVEMBER 10TH @ 6:30 PM
South Warren High School
Auditorium, Door 8

NOVEMBER 14TH @ 6:30 PM
Warren Central High School
Auditorium

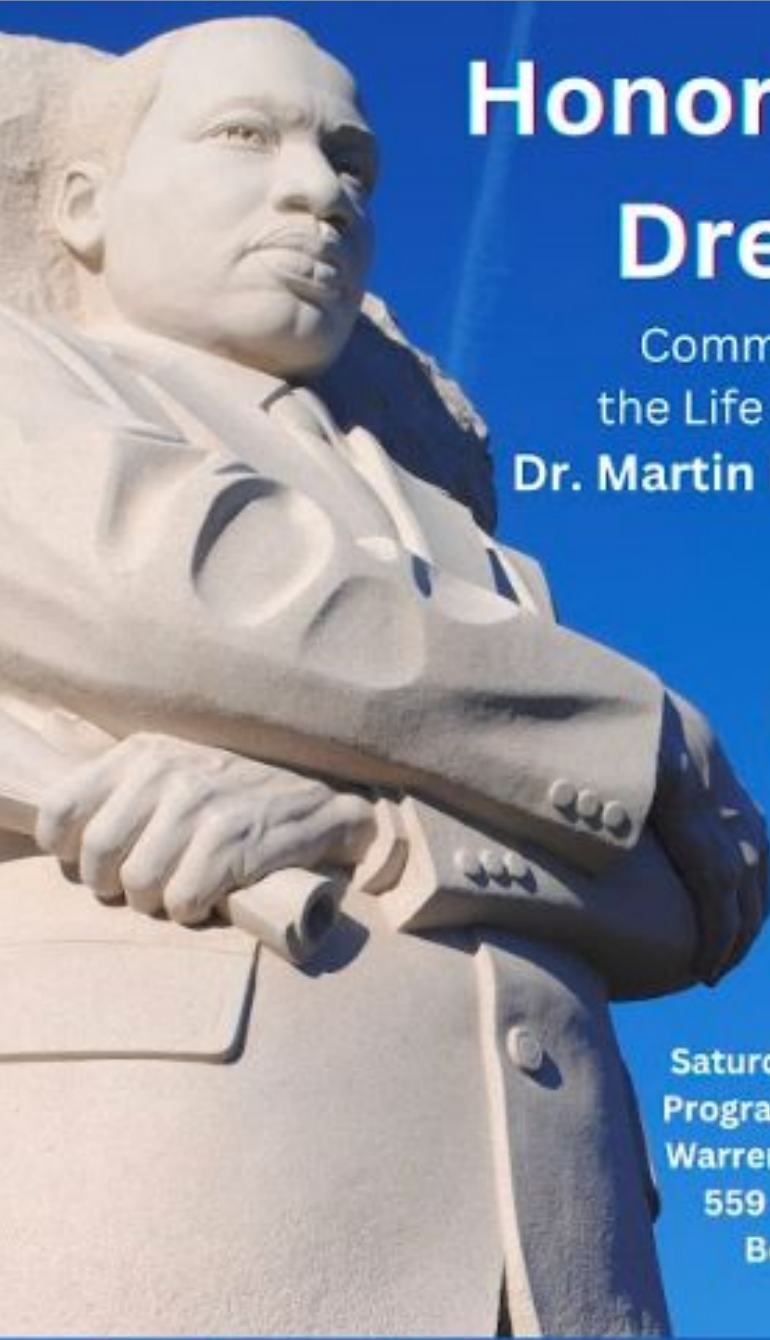
Presented By
The Warren County Public Schools Equity Council

Subcommittee Work


- Organized and presented two specific community leader meetings for African Americans and the International communities. Gathered feedback for future meetings.
- Organized and presented two district-wide “Student Success” parent meetings.
- NAACP/BG-WC Parent Meeting on April 13th.
- In collaboration with EL Department and Refugee Program, neighborhood parent meetings will be held.

Promotions and Celebrations

WARREN COUNTY PUBLIC
SCHOOLS
WHERE CHILDREN PREPARE FOR SUCCESS



Honoring the Dream
Commemorating
the Life and Vision of
Dr. Martin Luther King, Jr.



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Saturday, January 14, 2023
Program begins at 4:00 p.m.
Warren Central High School
559 Morgantown Road,
Bowling Green, KY

"Out of the mountain of despair, a stone of hope."
Sponsored by the Equity Council of Warren County Public Schools

Subcommittee Work

- Coordinated the 9th annual WCPS Dr. Martin Luther King Jr. Celebration in January 2023.
 - Highlighted by the district choir and student-centered performances.
 - Awarded six students with prizes and scholarships for placing in the art and essay competition.
- Applied for a Kentucky Historical Marker to honor the three Rosenwald segregated schools of WCPS.
- Exploring other ways to honor those schools for the upcoming school year.

District Progress



- Added three Gifted and Talented teachers to expand services for elementary students.
- Expanded Preschool to 4-days-per-week across WCPS.
- Begun implementing ELlevation Strategies resources to strengthen EL scaffolds in classroom instruction across the district.
- Transitioned to Fastbridge for Academic and Behavior Screening.
- Healthy Kids Clinic- Every WCPS School has an RN or LPN and each feeder system has a Nurse Practitioner.
- WKU Game Changers Program and Job Recruitment throughout GRREC region, Kentucky, and beyond.
- Will be participating in Cohort 3 of the Kentucky Equity Playbook during 23-24.

Closing Remarks



There is mounting pressure from outside groups and lawmakers to censor and ban content, to put negative connotations to the word's diversity and equity, and to divide our students and educators. Know that this pressure will also come to WCPS. We recognize that diversity is an asset and that equity is essential in ensuring that all students get what they need to be successful so that we may achieve our district's mission to provide an engaging, inspiring, and challenging learning environment which prioritizes safety, achievement, and opportunity. This happens best when our students see themselves in the texts they read, in the personal connections they make to content, and in the relationships they form at school. The WCPS Equity Council will continue to serve our district by advocating for equitable opportunities for all students, parents, and staff in all WCPS endeavors.