WGSD PTO Equity Groups Present:

Rising Together: Family Work for Racial Equity

February 12, 2024
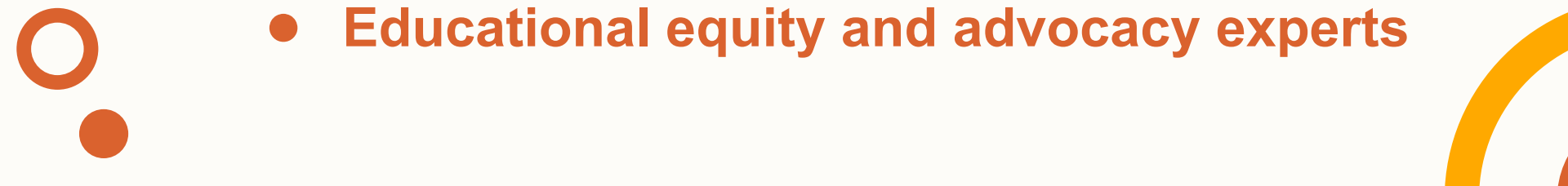
6:30 - 8:00 p.m.

Givens Elementary School

Welcome!

Rising Together: Family Work for Racial Equity

Program Overview

- Data presentation
- Moderated student panel
- Educational equity and advocacy experts

WGSD: Data and Systemic Changes

Dr. Jason Adams, Asst. Superintendent of Learning
Rising Together: Family Work for Racial Equity
February 12, 2024

Presentation Overview

- **Data**
  - **Demographic**
  - **Graduation Rates**
  - **Attendance**
  - **College and Career**
  - **MAP**
  - **Discipline**
  - **Culture and Climate**
- **Systemic Changes**

"When you know better, you do better." ~ Maya Angelou

Who is our student body?

- **Demographics**

Districtwide Student Demographic Data

Category	2021 - 2022 Total Students: 4,515 (As of 10.25.21)	2022 - 2023 Total Students: 4418 (9.28.22)	2023 - 2024 **Total Students: 4374** **(9.27.23)**
Free/Reduced Lunch	11.21%	11%	10%
SSD Services	11.52%	13%	13.5%
Gifted Program	10.99%	11%	11%
VICC Program	67 students Black - 49 Hispanic - 3 Multi-racial - 15	62 students Black - 48 Multiracial - 14	56 students Black - 40 Hispanic - 3 Multiracial - 13
Epworth	29 students Black - 22 White - 7	11 students Black - 4 Multiracial - 1 White - 6	24 students Black - 11 Hispanic - 1 Multiracial - 1 White - 11
Great Circle	0 students	0 students	1 student Black - 1

Webster Groves School District

Districtwide Student Demographic Data by Race

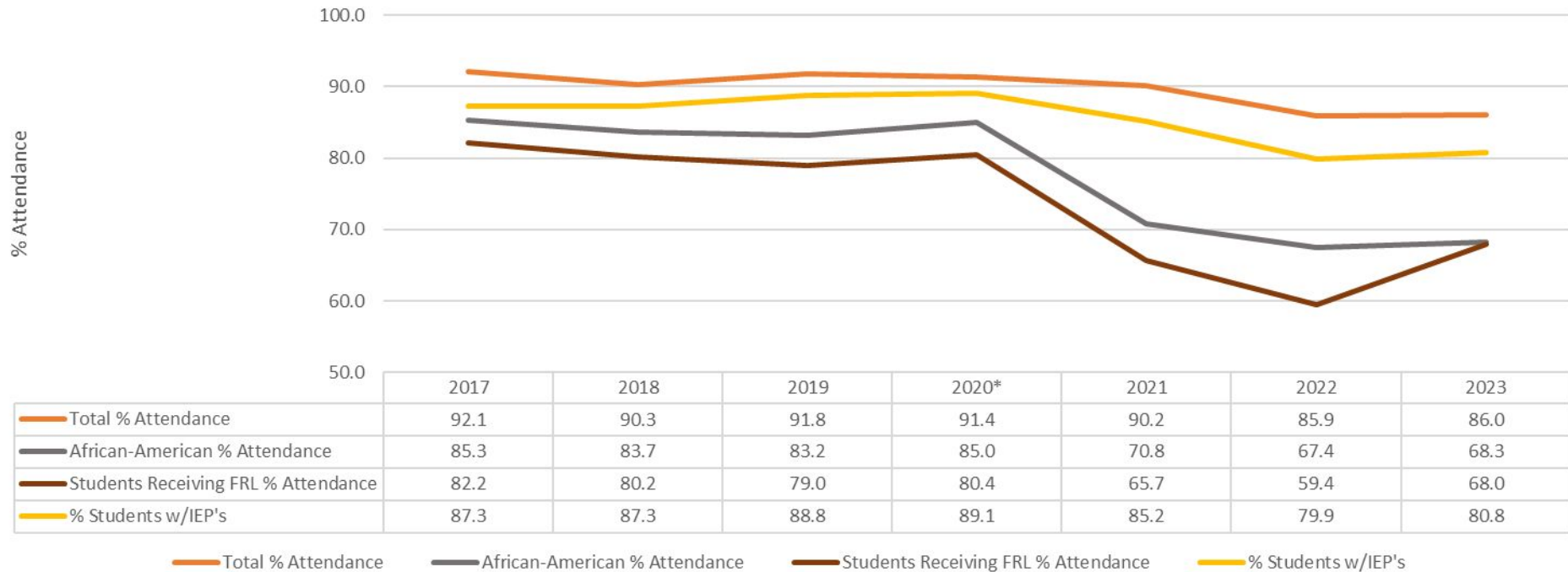| Race	2021 - 2022 # Students Total: 4,486 (as of 9.29.21)	2021 - 2022 % Students (as of 9.29.21)	2022 - 2023 # Students Total: 4,418 (as of 9.28.22)	2022 - 2023 % Students (as of 9.28.22)	2023 - 2024 # Students Total: 4,374 (as of 9.27.23)	2023 - 2024 % Students
American Indian	8	0.18%	8	0.18%	6	0.14%
Asian	48	1.07%	50	1.13%	47	1.07%
Black	470	10.48%	414	9.37%	387	8.85%
Latino	182	4.06%	191	4.32%	180	4.12%
Multiracial	278	6.2%	305	6.9%	313	7.16%
Pacific Islander	1	0.02%	0	0	0	0
White	3,499	78%	3450	78.09%	3,441	78.67%

How are we doing?

- Attendance
- Experiential/Arts Learning
- MAP
- Discipline

Attendance Rates
% of Students Attending School at least 85% of the time

	2017	2018	2019	2020*	2021	2022	2023
Total % Attendance	92.1	90.3	91.8	91.4	90.2	85.9	86.0
African-American % Attendance	85.3	83.7	83.2	85.0	70.8	67.4	68.3
Students Receiving FRL % Attendance	82.2	80.2	79.0	80.4	65.7	59.4	68.0
% Students w/IEP's	87.3	87.3	88.8	89.1	85.2	79.9	80.8

Practical Arts and Fine Arts Participation

Practical Arts
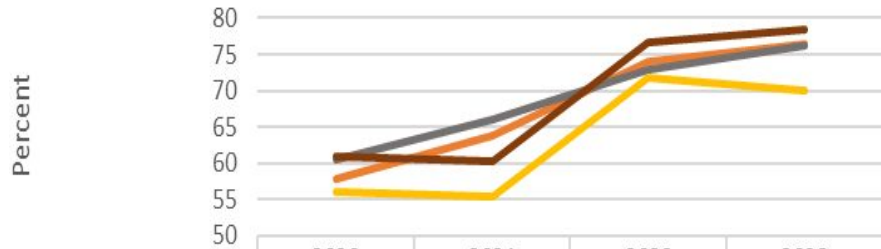
	2020	2021	2022	2023
% All Students	57.8	63.9	74.1	76.5
% AA Students	60.5	66.1	72.9	76.2
% of F/R Students	60.9	60.2	76.6	78.5
% of IEP Students	56.1	55.4	71.7	70.1

% All Students   % AA Students

% of F/R Students   % of IEP Students

Fine Arts
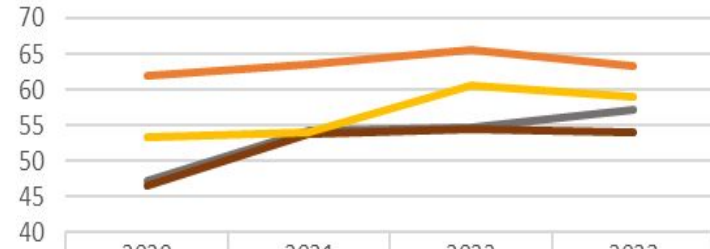
	2020	2021	2022	2023
% All Students	61.9	63.6	65.6	63.3
% AA Students	47.3	54.2	54.6	57.1
% of F/R Students	46.6	53.9	54.4	54
% of IEP Students	53.4	54	60.5	59.1

% All Students   % AA Students

% of F/R Students   % of IEP Students

Experiential Learning Participation Chelsea Center and Thrive

	2020	2021	2022	2023
% All Students	4.6	8.2	6.7	10.3
% AA Students	8.8	10.6	8.8	12.5
% of F/R Students	4.8	9.6	7.4	9.9
% of IEP Students	5.3	7.6	5.7	8.2
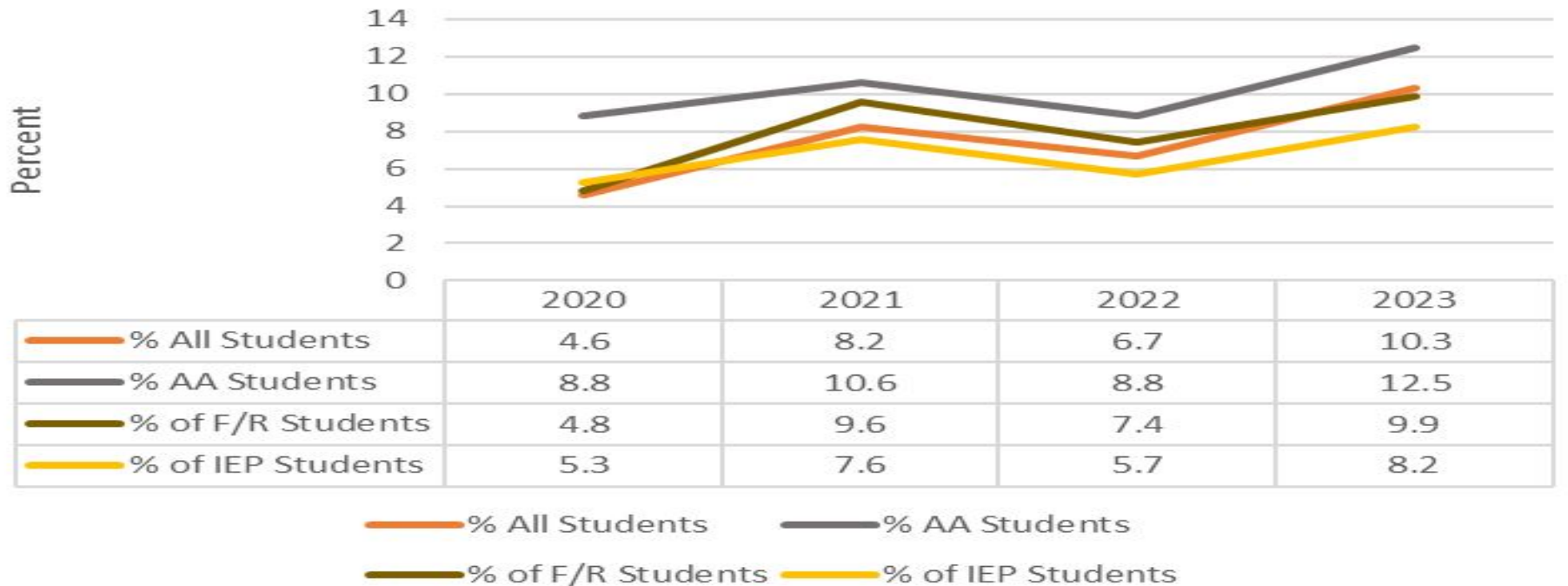
Spring 2023 MAP (Grade Level 3-8 and EOC)

Total Proficient and Advanced Students - MAP 2023

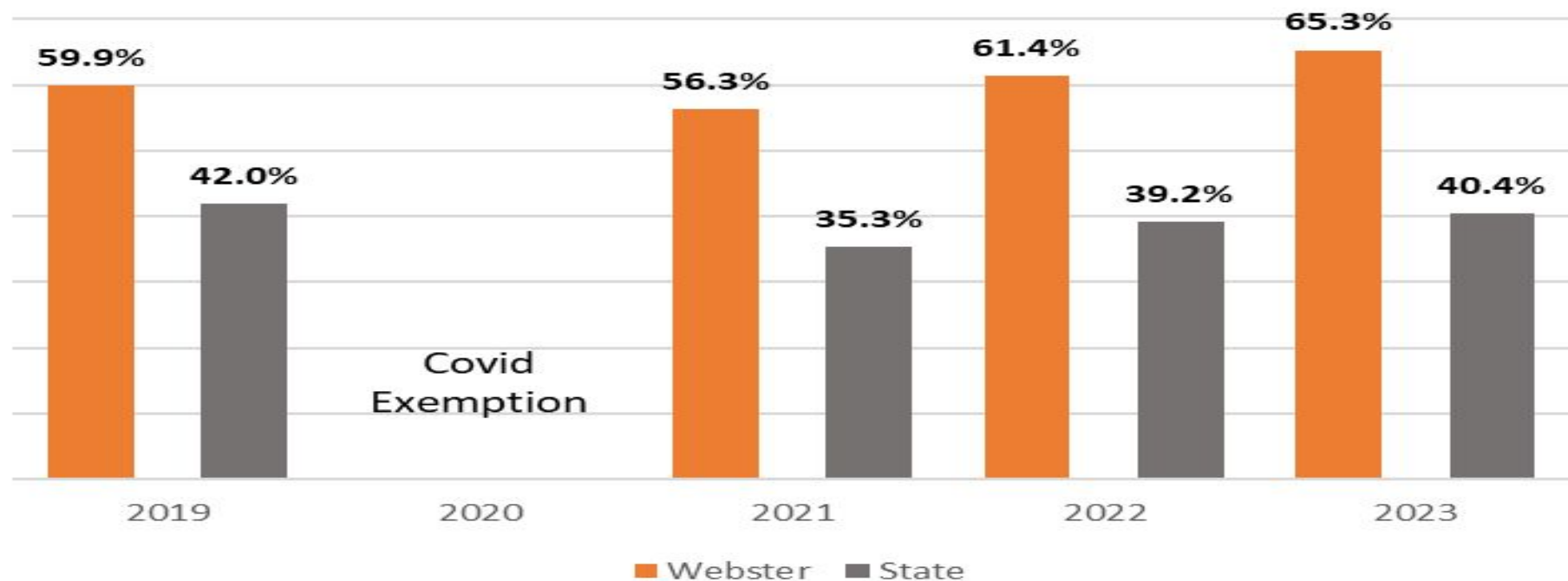| Year	Subject	Webster	State
2023	English	64.4%	43.5%
2023	Mathematics	65.3%	40.4%
2023	Science	63.30%	39.0%

■ Webster   ■ State

Math MAP (Grade Level 3-8 and EOC) 2019-2023 Total Students

Percent Proficient/Advanced

*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***

Math MAP (Grade Level 3-8 and EOC) 2019-2023
African American
Percent Proficient/Advanced
*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***

Math MAP (Grade Level 3-8 and EOC) 2019-2023 Students with an IEP
Percent Proficient/Advanced

*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***
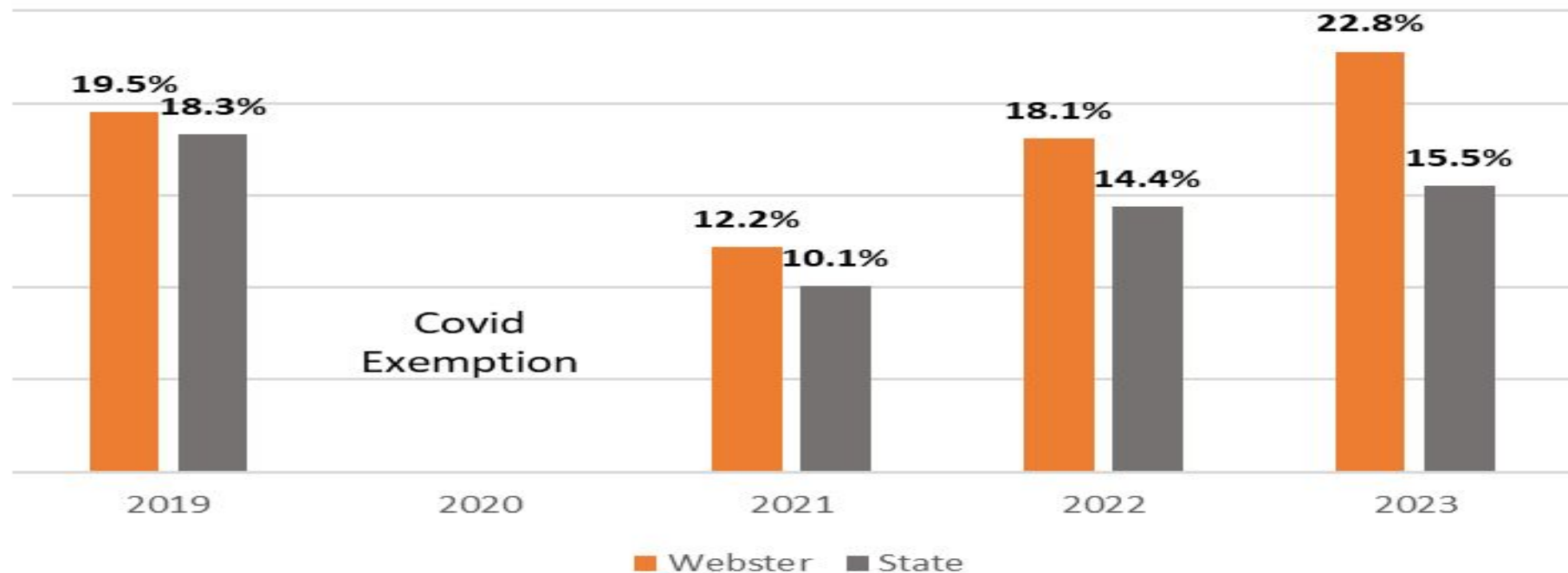

	2019	2020	2021	2022	2023
Webster	30.8%	Covid Exemption	27.7%	29.4%	29.9%
State	14.4%		10.5%	11.7%	12.5%

Math MAP (Grade Level 3-8 and EOC) 2019-2023
Students with FRL
Percent Proficient/Advanced

*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***
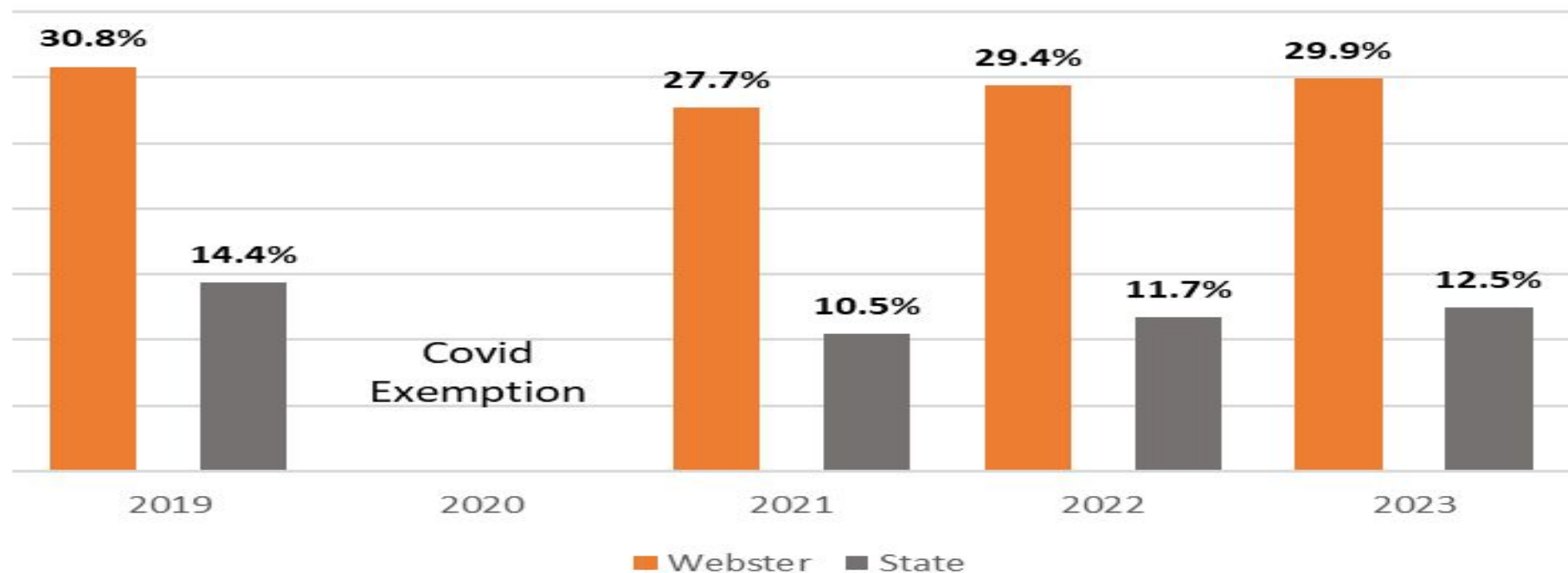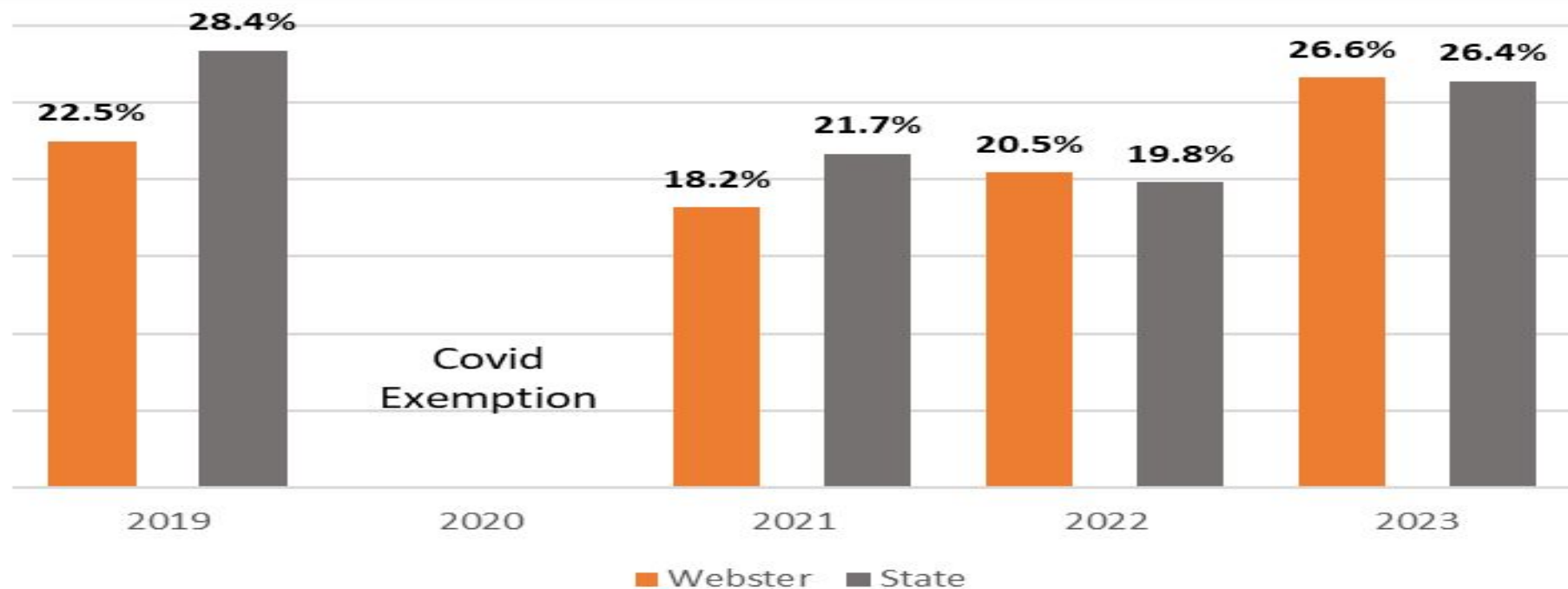

Bar chart data:

Year	Webster	State
2019	22.5%	28.4%
2020	Covid Exemption	Covid Exemption
2021	18.2%	21.7%
2022	20.5%	19.8%
2023	26.6%	26.4%

■ Webster ■ State

ELA MAP (Grade Level 3-8 and EOC) 2019-2023
Total Students
Percent Proficient/Advanced
*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***

64.5% 48.7% 67.3% 45.2% 64.7% 43.2% 64.4% 43.5%

Covid Exemption

2019   2020   2021   2022   2023

Webster   State

ELA MAP (Grade Level 3-8 and EOC) 2019-2023
African American Students
Percent Proficient/Advanced
*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***
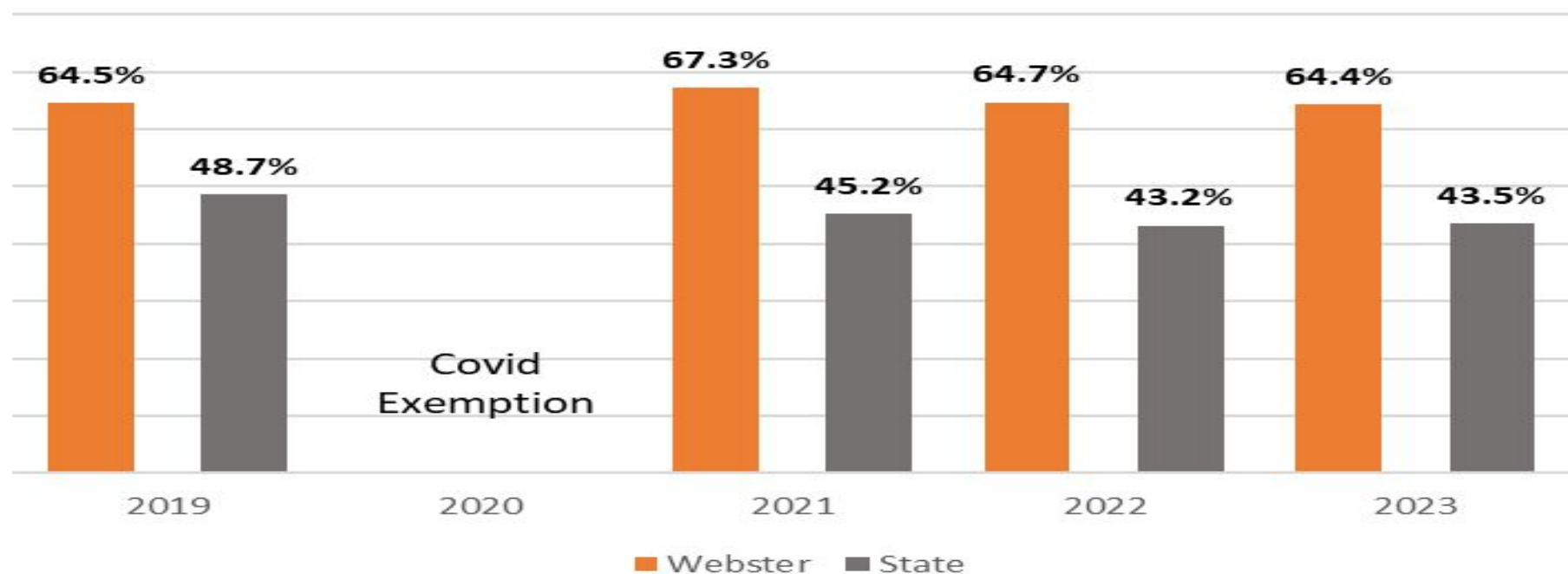
ELA MAP (Grade Level 3-8 and EOC) 2019-2023
Students with an IEP
Percent Proficient/Advanced
*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***
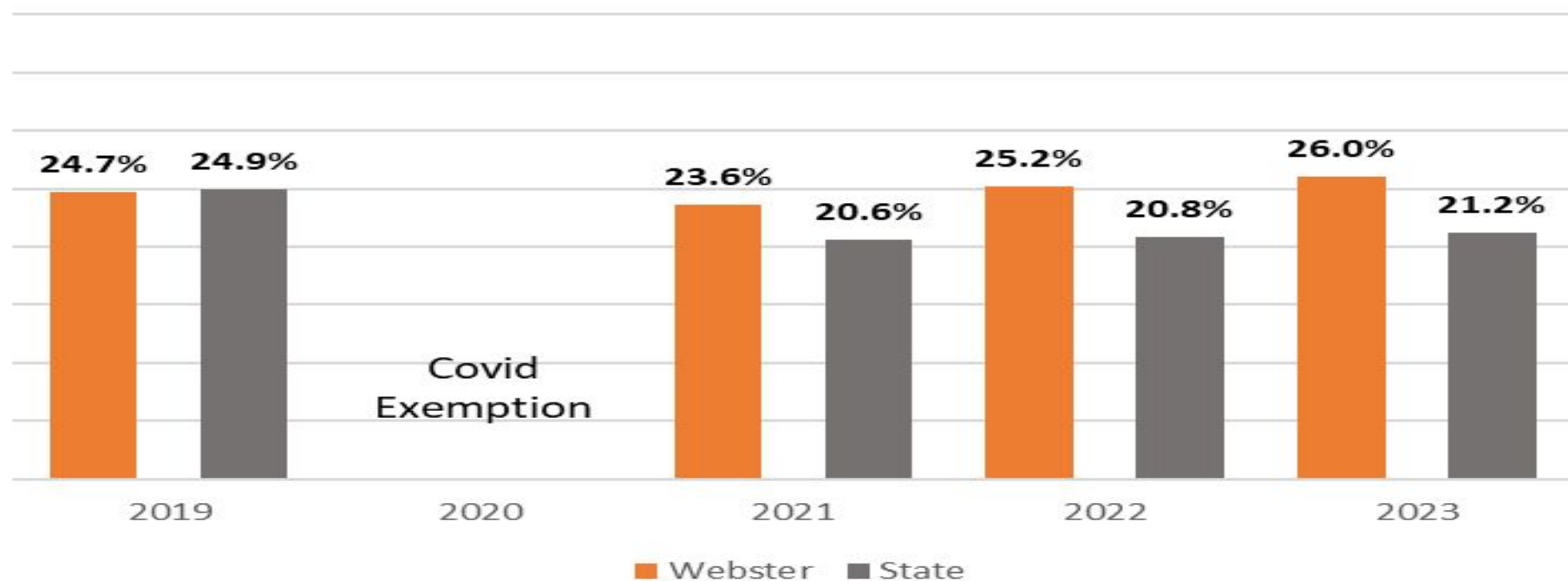
32.9%
17.9%
35.6%
14.9%
33.4%
13.7%
30.0%
13.9%

Covid Exemption

2019   2020   2021   2022   2023

■ Webster ■ State

ELA MAP (Grade Level 3-8 and EOC) 2019-2023
Students with FRL
Percent Proficient/Advanced
*** Note: 2021 reflects the implementation of a new state assessment. A direct correlation between 2019 and 2021 cannot be drawn from this report.***
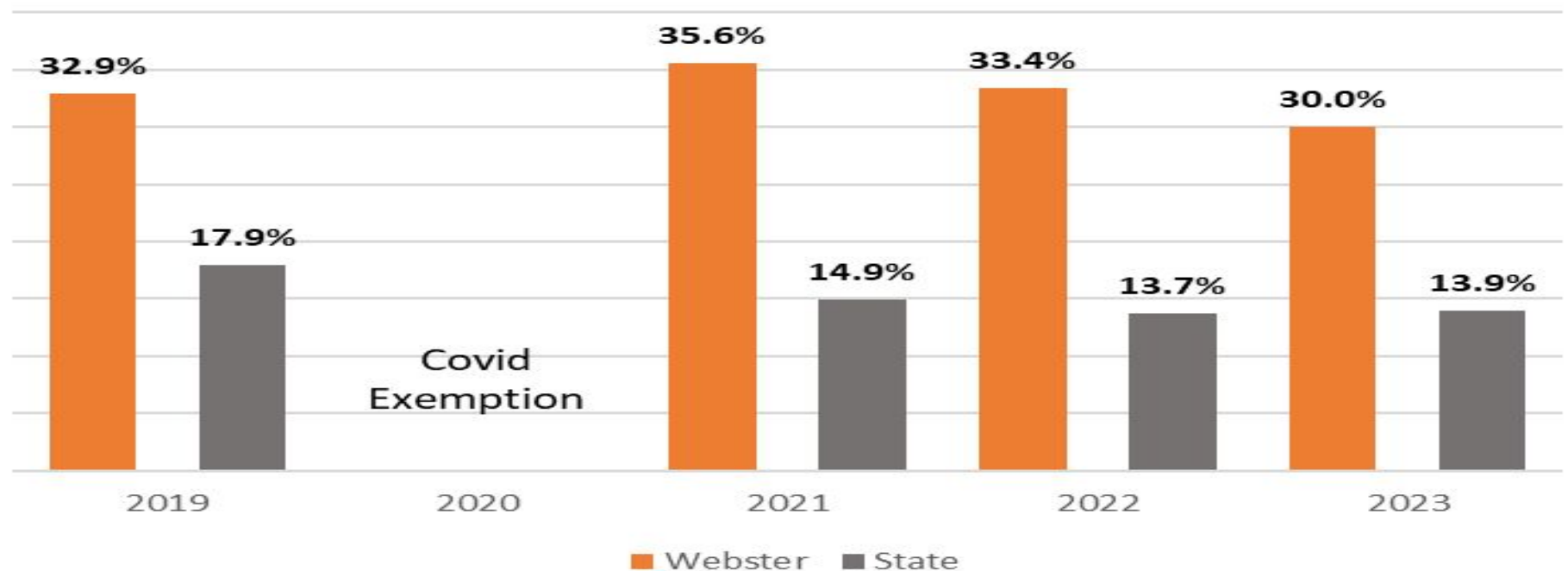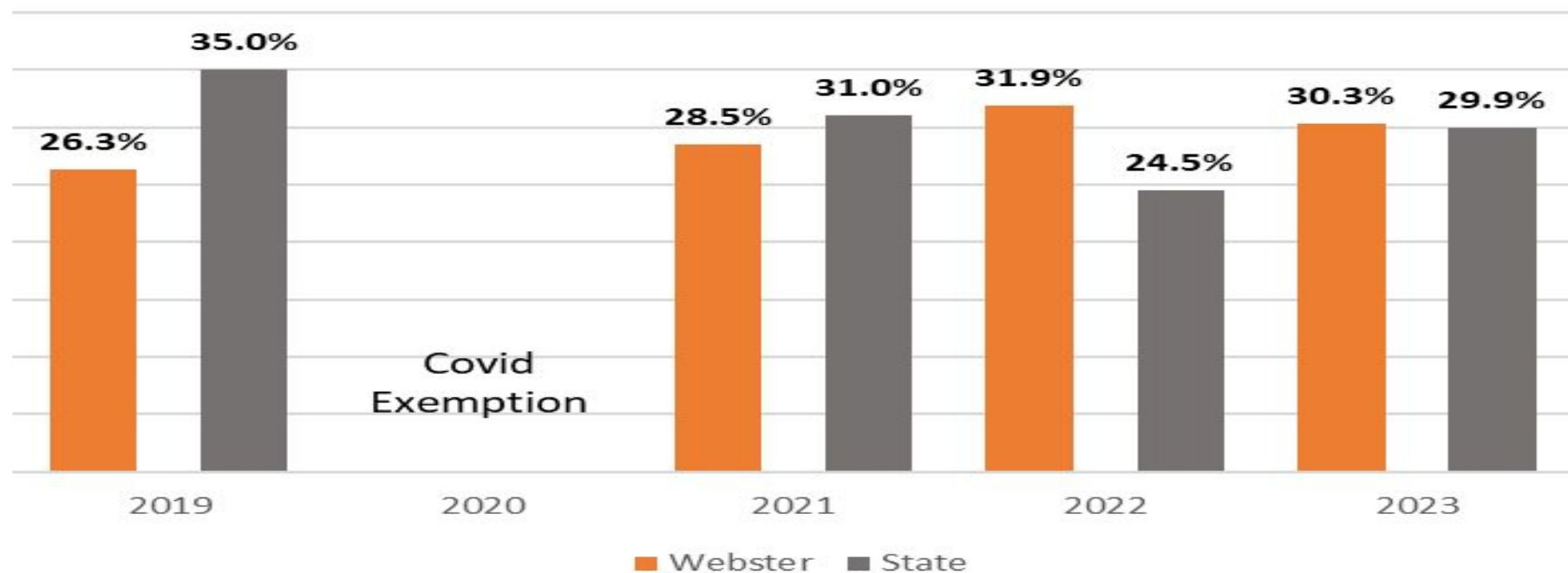
Districtwide - Out of School Suspension Data

Year	Events	Male	Female	IEP	504	Asian	Black	Multi-Race	Hispanic	White	McKinney Vento	Number of Students	Elementary	Middle	High School
22/23	217	153	64	93	5		74	26	11	106	9	133 students 43 With more than 1 suspension	56	51	110
21/22	186	135	51	64	21	1	98	10	4	73	11	125 67 more than 1	15	61	110
20/21	18	13	5	9	3		4	5	0	8	0	15	4	5	6
19/20	123	92	31	64	18		56	9	0	51	1	86	10	23	53

Districtwide - In School Suspension Data

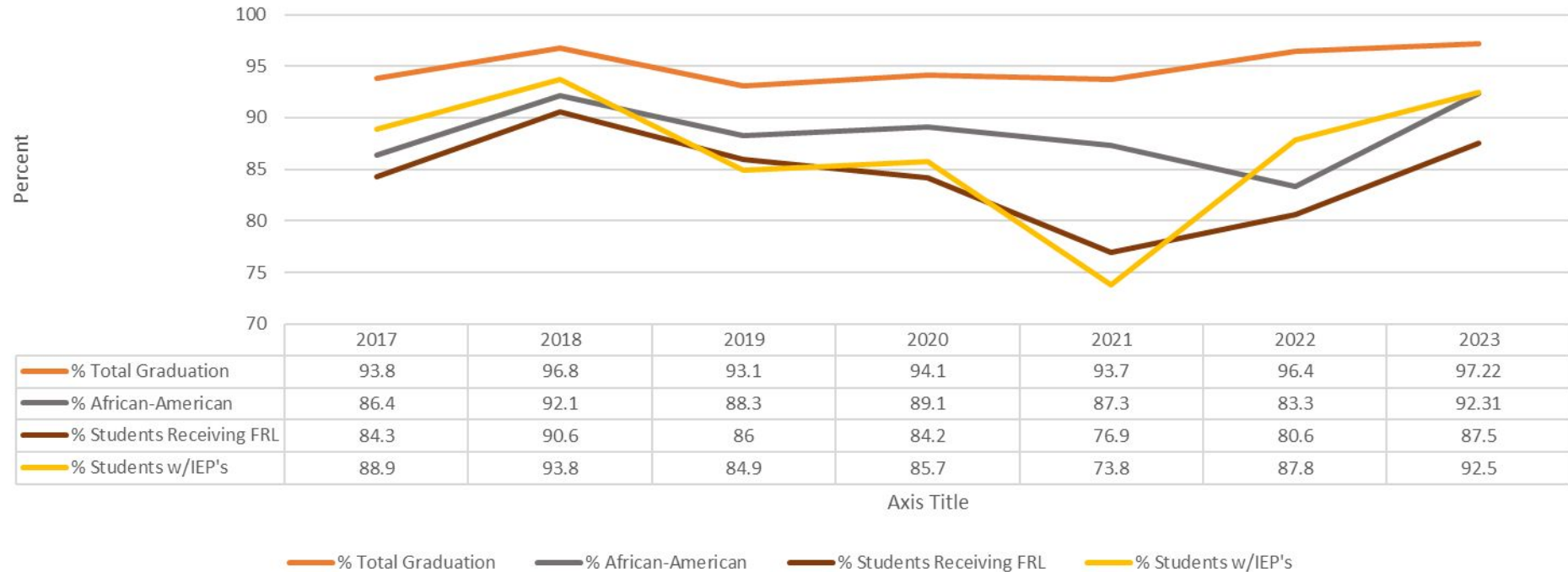| Year	Events	Male	Female	IEP	504	Black	Multi - Race	Pacific Islander	Hispanic	White	McKinney Vento	Number of Students	Elementary	Middle	High School
22/23	288	211	77	128	23	149	23		7	109	11	176	60	63	165
21/22	229	157	72	55	18	103	10	0	4	112	17	156	28	80	121
20/21	18	15	3	7	0	3	1	1		13	0	18	7	4	7
19/20	221	172	49	78	27	92	9	0		105	12	141	29	29	83

College & Career Readiness

- **Graduation Rates**
- **ACT**
- **Post-secondary**

Graduates who attend Post Secondary Education or Training, are in the military, who complete a Department Approved Career Education program and are placed in an occupation directly related to their training (follow up %'s for our graduates)

	2017	2018	2019	2020	2021	2022	2023
% of graduates	98	96.6	97.7	98.6	95.9	96.8	90.9
% of African-Americans	95.4	93.3	95.2	98.2	91.7	96.4	87
% Students Receiving FRL	97.6	97.8	96.1	100	86.5	93.8	*
% Students w/IEP's	92.5	88.2	95.7	91.3	90.2	96.8	78

Axis Title

% of graduates   % of African-Americans   % Students Receiving FRL   % Students w/IEP's

Graduation Rates

	2017	2018	2019	2020	2021	2022	2023
% Total Graduation	93.8	96.8	93.1	94.1	93.7	96.4	97.22
% African-American	86.4	92.1	88.3	89.1	87.3	83.3	92.31
% Students Receiving FRL	84.3	90.6	86	84.2	76.9	80.6	87.5
% Students w/IEP's	88.9	93.8	84.9	85.7	73.8	87.8	92.5

Axis Title

— % Total Graduation   — % African-American   — % Students Receiving FRL   — % Students w/IEP's

% of Graduates Scoring Above State Standards for College & Career Readiness (ACT, SAT, COMPASS, ASVAB)

	2017	2018	2019	2020	2021	2022	2023
% at or above state average	93.4	90.9	92	85.5	79.2	82.7	80.5
% of African-Americans	63.3	62.3	50	49.2	45	38.8	33.8
% Students Receiving FRL	67.8	66.2	53.5	44.2	47.6	26.9	*
% Students w/IEP's	63.2	55.9	60.3	44.1	20.2	38.4	39.1

—— % at or above state average   —— % of African-Americans   —— % Students Receiving FRL   —— % Students w/IEP's
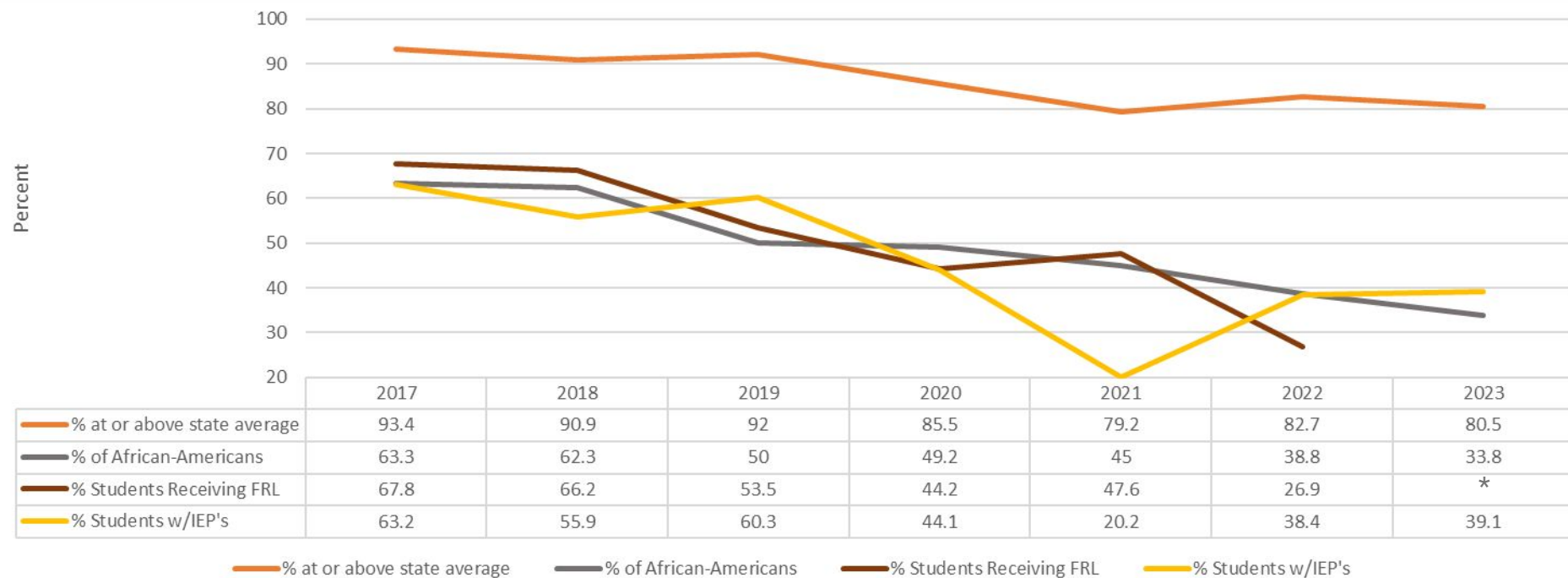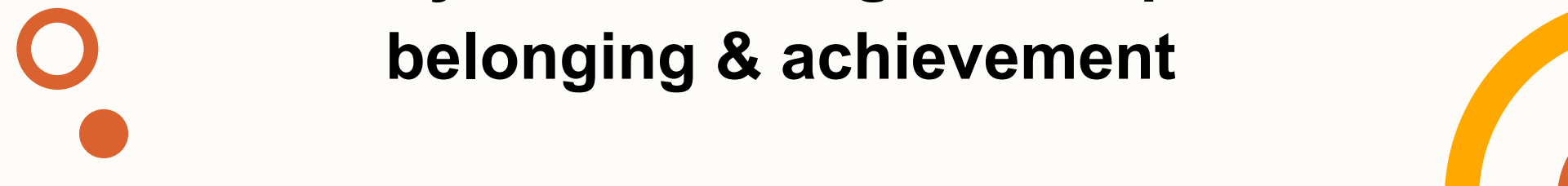
ACT Comparison Chart 2023

School District	Composite ACT Score	% of Graduates tested	% of Graduates who took the test and scored higher than the National Average
STL/STCH County SD	27	33.5	85.1
STL/STCH County SD	26.5	79.8	83.3
STL/STCH County SD	24	59.3	76.3
STL/STCH County SD	23.5	90.8	71.4
STL/STCH County SD	23.3	89.4	72.7
Webster Groves	**23**	**90.9**	**69.8**
STL/STCH County SD	22.7	91	65.3
STL/STCH County SD	22.6	63.5	69
STL/STCH County SD	22.4	92.6	68
18 other STL/STCH County SD	22.2 or below	Ranging from 32.6 - 94.1	

How are we feeling about and responding to school?

- Culture & Climate
- Systemic Changes to improve belonging & achievement

Equity and Inclusion Survey Highlights:
3rd - 5th Grades

Question	Favorable Response **Fall 2022**	Favorable Response **Fall 2023**
How fairly do adults at your school treat people from different races, ethnicities, cultures, genders, or abilities?	96%	97%
How well do people at your school understand you as a person?	86%	87%
How fairly do students at your school treat people from different races, ethnicities, cultures, genders, or abilities?	93%	94%
Overall, how much do you feel like you belong at your school.	91%	91%

Equity and Inclusion Survey Highlights:
6th - 12th Grades

Question	Favorable Response HIXSON Fall 2022	Favorable Response HIXSON Fall 2023	Favorable Response WGHS Fall 2022	Favorable Response WGHS Fall 2023
How fairly do adults at your school treat people from different races, ethnicities, cultures, genders, or abilities?	97%	97%	97%	96%
How well do people at your school understand you as a person?	82%	84%	79%	79%
How fairly do students at your school treat people from different races, ethnicities, cultures, genders, or abilities?	91%	93%	94%	93%
Overall, how much do you feel like you belong at your school.	87%	89%	88%	89%
The WGSD assures student voices are heard and respected.	84%	89%	85%	82%

Examples of Strategies and Systemic Changes

- Created Director of Diversity, Equity, and Inclusion position

- Board adopted Policy ACI: Equity

- Created 4-Year Equity Professional Development Plan for New Teachers

- Created 2-year Equity Professional Development plan for New administrators

- Equity Evaluation Standards for all employees

- Established district-wide protocols and expectations for high quality Collaborative Learning Teams

- Revised Comprehensive School Improvement Plan (CSIP) to include a section on student groups

- K-8 Social Studies Curriculum

- Program Evaluations (curricular and non-curricular)

- Utilization of data (disaggregating data by student demographics, teacher level, and content)

- Ongoing District-wide and building level professional development

Turn - And - Talk

- **What was surprising about the data?**
- **What was hopeful about the data?**
- **What wonderings do you have about the data?**

WGHS
Student Panel

Turn - And - Talk

- **Do the shared experiences align with what you thought to be true of the experiences of this generation?**

- **How are things for this generation compared to your experiences at this age? What experiences are similar or different?**

Thought to Action

Dr. Grace Lee & Dr. Howard Fields, III

1.

Use WONDER in lieu of FEAR.

2.
Guard against COMPLACENCY.

4.

Know your POSITIONALITY within the power structure.

Moving the work forward:

Please take a [resource page](#) with you on your way out. It includes guiding principles for conversations, resources the organizers have found helpful, and a list of spaces for further engagement.

Among the guiding principles:

- Curiosity, not completeness, is the goal.
- Starting with the basics doesn't mean you have to shortchange the truth.
- Be examples of truth and honesty for your children.
- Connect to the story of hope and help.