

# Diversity, Equity, Inclusion Report

Webster Groves School District  
December 14, 2023

# DEI Report Overview

- Policy ACI Updates (Dr. Williamson)
- Staffing Data (Dr. Wiley-Skinner)
- Professional Learning DEI Updates (Dr. Adams)
- Equity in Action Committee, Staff of Color, and WGHS Student Equity Advisory (Dr. Williamson)

# Policy ACI Updates

ACTION	STATUS
Equity Resolution visible in each school/district office and on the website	Completed
Policy included in student handbooks	Completed
All staff and BOE receive PD regarding the policy	Completed
CO Administrator employed to focus on DEI	Completed
Employee and support workforce who are racially conscious and culturally competent	Ongoing
Biannually conduct stakeholder climate DEI survey	Ongoing

<b>ACTION</b>	<b>STATUS</b>
Review disaggregated data to identify areas of strengths and growth	Ongoing
Present to BOE a DEI Report	Annual - December 2023
Design and implement DEI professional learning plan for all staff	Plan completed Implementation - on going
Curriculum and instructional materials will be inclusive	Ongoing
Students at each grade level will learn about principles of DEI	Ongoing
District shall explore opportunities for cross-cultural and cross-racial interactions	Ongoing
Ensure system is in place for stakeholders to report racism and other forms of discrimination	Completed

## **AT A GLANCE:** Since 2017

- We have increased our overall total number of teachers of color
- We have increased our staff of color in a number of support staff positions
  - Administrative Assistants
  - Nurses
  - Maintenance
- The overall new hire percentage of teachers of color is 24.2%
- We have retained around 67% of our certified staff of color

**Strategic Plan Goal #4:** Organizational Sustainability and Growth

**Strategic Plan Objective:** To attract, support and retain exceptionally talented staff who at a minimum reflect the diversity of our student population.

## New Teacher 4-year PD Plan

### Year 1:

- 2-hour ABAR session in August
- Book Club
  - Two book club sessions

### Year 2:

- Social Justice Retreat and Follow Up

### Year 3:

- Cultural Competency

### Year 4

- Culturally Responsive Teaching (beginning 2023)



## District-Wide Staff PD Plan

- New hires attend a 2-hour ABAR session
- Gender Identity and Expression training was offered in 22-23
- Ability Awareness training offered in 23-24

Strategic Plan Goal: Personal Health & Wellness

Strategy: Staff engage in professional learning in diversity, equity, and inclusion.

# Professional Learning Updates

## 2023-2024 DEI Professional Learning Highlights

- Policy ACI video required part of annual employee training.
- New administrators book club
- New teacher DEI training progression
- Ability Awareness training district-wide
- Additional Social Justice Cohort
- Heart of the PLC - WGHS Equity Principal Advisory Group presented to teachers



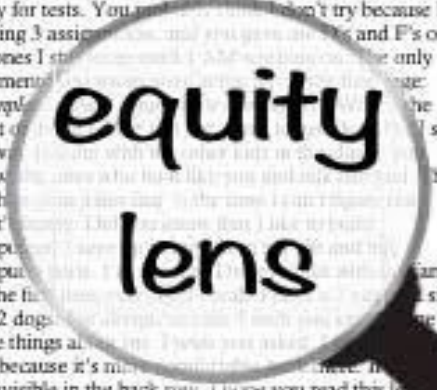
# Program Evaluation Updates

Strategic Plan Goal: Teaching and Learning

Strategy: Implement the WGSD Program/Curriculum Development Process with fidelity.

## 2023-2024 Program Evaluations

- Curricular
  - Science K-12
  - World Languages 6-12
  - Gifted K-12
- Non-curricular
  - School Climate
  - Transportation
  - Parent, Family, and Community Involvement
  - Health Services and Wellness
  - Parents as Teachers
  - Gifted Education K-12



Dear teacher, I am failing your class. You told my mom that I need to 'apply more effort' and stay awake during class. You said I have 'potential' but I don't do my HW or study for tests. You said I shouldn't try because I'm missing 3 assignments and F's on the ones I did. You said I should only comment on the ones I get wrong. You said I should be the point of the class. You said I should be the one who knows who the teacher is and who they laugh at. You said I should be the one who knows what computers are for. You said I should be the one who knows for the math test. You said I should be the one who knows and 2 dogs. You said I should be the one who knows these things all the time. You said I should be the one who knows row because it's in the back row. I hope you read this letter, but you're probably so busy that you don't have time. Thanks for reading it. Sincerely, VVV



# Equity in Action Committee

**Role:** To act as a district committee that provides guidance to the district administration and Board of Education regarding the district's anti-bias/anti-racism work, particularly in the areas of curricula, professional development, hiring and retention, school culture, and family/community engagement. The [Equity in Action Committee](#) will be guided by the WGSD Equity Resolution and ACI Policy.

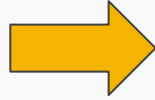
**Co-Chairs:** Mrs. Tina Clark-Scott and Dr. Shane Williamson

**Membership:** The voting membership will include the Assistant Superintendent of Learning, SSD Director of Special Education, and one representative from each school and WAFC, a student from the High School Principal Advisory Committee, Business/Operations, and Human Resources. Members from the WGSD, PTOs, and community are encouraged and welcome to attend the EIA's meetings.

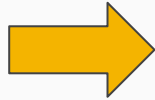
**Meetings:** 4 times a year

**Guiding Statement 2023- 2024:** To review data, policies, structures, systems, and practices that further the social, emotional, and physical well-being of all students. The EIA will advocate for specific actions to increase equitable outcomes for all students.

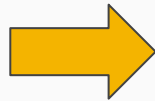
# Equity in Action Committee



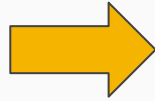
Reviewed and provided feedback on the Culture and Climate Surveys.



Reviewed Culture and Climate survey data (students and families) and provided wonderings.



Reviewed Strategic Plan Objectives related directly to equity and provided recommendations and wonderings



Collaborative Subcommittee - PTO  
Equity Committees



# Family BBQ



September 9, 2023

Ivory Crockett Park

38 organizations (community and PTOs)

300+ attendees



# WGHS Principal Equity Advisory Student Group

- Created in 2021
- Students are selected by administrators and invited to participate
- Receive leadership, equity, and inclusion training
- Provides feedback and concerns to administrators regarding equity issues at the WGHS
- Presentation 2022 - 2023:
  - September 2022: Microaggressions workshop to all 9th grade students
- Presentation 2023 - 2024:
  - August 2023: Culturally Responsive Teaching workshop to staff (Heart of the PLC)
  - February 2024: DLT Belonging and Dignity
  - February 2024: EdCamp

# Staff of Color (SOC)

Strategic Plan Goal: Organizational Sustainability & Growth

Strategy: Design and implement opportunities for staff to practice self-care.

- Created in 2022
- August 2022 - 1st Annual Welcome Breakfast
- October and February Half-Day Professional Learning for Certified Staff
- August 2023 - 2nd Annual Welcome Breakfast
- October 2023 - Half-Day Professional Learning for Certified Staff



# QUESTIONS



**DATA**

# Staffing Data -*New Hires*

	17-18	18-19	19-20	20-21	21-22	22-23	23-24	Total
New Hires	23	37	29	32	41	47	26	235
Teachers & Administrators of Color	4	14	8	6	10	9	6	57
Percent of Staff of Color (SOC) hired	21%	37%	28%	20%	24%	19.5%	23%	24.2%



# Staffing Data -*District Wide*

	2017-2018	2023-2024
Total Number of Teachers	349	344
Teachers of Color (TOC)**	25	38
Percent of TOC	7.2%	11%

*\*Over the past five (6) years, we have hired a total of 57 SOC.*

*\*\*Not including support staff*

# Bias Incident Reporting System

- The [WGSD Bias Incident Reporting System](#) is for current students and staff of the WGSD to report any incidents that negatively impact our campus culture, especially those that are biased-related.
- The report, which can be anonymous, can detail a biased incident that was done to yourself, someone else, or a group/community (ex. Defaced fliers, derogatory graffiti)
- The Director of DEI receives all reports, notifies the appropriate administrator regarding the report, provides support/resources to the individual(s) who experienced the bias, and collects and shares aggregate data to monitor the campus culture.

# Bias Incident Reporting System

Number of Reports	Incident Type
2	Student's biased racial comment
3	Student's biased sexual orientation comment
1	Bias in school forms for non-English speaking families
1	Staff member's biased racial decision in disciplinary case
1	Board member's biased comment about Halloween
1	WGSD Foundation biased comment in relation to Christian holiday
1	WGHS Parking Challenges

- 2021 - 2022: 8 reports were received
- 2022 - 2023: 9 reports were received
- 2023 - 2024: 1 report received

# Districtwide Student Demographic Data by Race

Race	2021 - 2022 # Students Total: 4,486 <small>(as of 9.29.21)</small>	2021 - 2022 % Students <small>(as of 9.29.21)</small>	2022 - 2023 # Students Total: 4,418 <small>(as of 9.28.22)</small>	2022 - 2023 % Students <small>(as of 9.28.22)</small>	2023 - 2024 # Students Total: 4,374 <small>(as of 9.27.23)</small>	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%

# Districtwide Student Demographic Data

<b>Category</b>	<b>2021 - 2022</b> Total Students: 4,515 (As of 10.25.21)	<b>2022 - 2023</b> Total Students: 4418 (9.28.22)	<b>2023 - 2024</b> 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