

Diversity, Equity, Inclusion: Interim Report

Webster Groves School District
December 8, 2022

DEI Interim Report Overview

- Policy ACI Updates (Dr. Williamson)
- Staffing Data (Dr. Wiley-Skinner)
- Professional Learning DEI Updates (Dr. Adams)
- Equity in Action Committee (Dr. Williamson)
- Bias Incident Reporting Data (Dr. Williamson)
- Student Demographic Data (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	Fall survey for students, staff, and families - completed

ACTION	STATUS
Review disaggregated data to identify areas of strengths and growth	Ongoing
Present to BOE a DEI Report	Interim - Completed Annual - June 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

Staffing Data -*New Hires*

	17-18	18-19	2019-2020	2020-2021	2021-2022	2022-2023	Total
New Hires	23	37	29	32	41	47	209
Teachers & Administrators of Color	4	14	8	6	10	9	51
Percent of Staff of Color (SOC) hired	21%	37%	28%	20%	24%	19.5%	24.9%

Staffing Data -*District Wide*

	2017-2018	2022-2023
Total Number of Teachers	349	345
Staff of Color (SOC)**	25	38
Percent of SOC	7.2%	11%

**Over the past five (5) years, we have hired a total of 50 SOC.*

***Not including support staff*

Professional Learning Updates

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)



Support Staff PD Plan

- New hires attend a 2-hour ABAR session
- Safe Zone training is being offered during 22-23

Professional Learning Updates

2022-2023 DEI Professional Learning Highlights

- Policy ACI video required part of annual employee training.
- New administrators book club
- New teacher DEI training progression
- Safe Zone Training for all teaching staff
- Additional Social Justice Cohort
- Equity Strand @ February Ed Camp

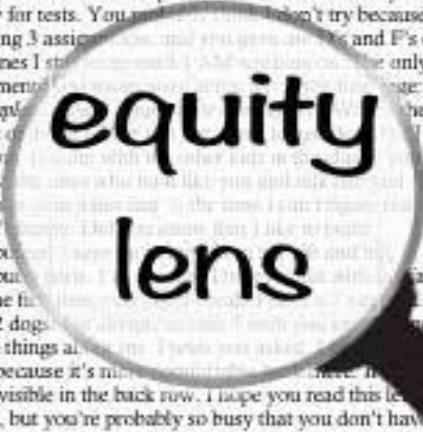


Program Evaluation Updates

2022 - 2023 Program Evaluations

- Curricular
 - Counseling K - 12
 - Math K- 12
- Non-curricular
 - School Climate
 - Technology
 - Programs for Migratory Students
 - Programs for Homeless Students
 - Safety Program and Emergency Response and Intervention Plan

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. The only comment you made was: 'awful'. At this point I see the world from a different perspective. I know who the bullies are and they laugh at me. I don't know what to do. I have a computer for the first time and 2 dogs. I hope you read this letter, but you're probably so busy that you don't have time. Thanks for reading it. Sincerely: VVV

A magnifying glass is positioned over the text, with the words "equity" and "lens" clearly visible and enlarged within the lens. The background text is a letter from a student to a teacher, discussing academic struggles and social issues.

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

- 2021 - 2022: 8 reports were received
- 2022 - 2023 (as of November 30, 2022)

Number of Reports	Incident Type
1	Student's biased racial comment
1	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

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 2022 - 2023: 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.

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
- Presentations:
 - August 2021: Microaggressions workshop to all WGHS staff
 - April 2022: Transgender Students workshop to all WGHS staff
 - September 2022: Microaggressions workshop to all 9th grade students



Family BBQ



September 10, 2022

Ivory Crockett Park

19 Tables (community and PTOs)

200+ attendees



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>
American Indian	8	0.18%	8	0.18%
Asian	48	1.07%	50	1.13%
Black	470	10.48%	414	9.37%
Latino	182	4.06%	191	4.32%
Multiracial	278	6.2%	305	6.9%
Pacific Islander	1	0.02%	0	0
White	3,499	78%	3450	78.09%

Districtwide Student Demographic Data

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

QUESTIONS

