



**Equity in Action Committee Meeting**  
**January 24, 2022**  
**ZOOM**  
**5:30 - 7:00 p.m.**

**Notes**

**I. Welcome**

- A. The co-chairs: Tina Clark-Scott, Director of Student Learning, and Dr. Shane Williamson, Director of Diversity, Equity, & Inclusion, provided the welcome.

**II. 2021-2022 EIA Goals**

- A. Guiding Question 2021-2022: How do we prioritize equitable policies, structures, systems, and practices that further the social, emotional, and physical well-being of all learners? Data presentations and discussions on:
1. 504 Presentation - Tina Clark-Scott, Director of Student Learning
  2. IEP Presentation - Shantay Wakefield, Director of Special Education
  3. DEI/SEL Staff Fall Survey Presentation - was moved to the next meeting
- B. Goal for the Committee Charge: To create a program to allow anyone to nominate/recognize a person, community organization, or district school/department for their equity work.
1. The EIA Community Recognition program was launched in November and the deadline was January 21, 2022; however no submissions were received.
  2. Discussed ways to market the program for the next deadline (March 25, 2022).

**III. 2022-2023 Strategic Planning Committee - Dr. Jason Adams**

- A. Dr. Adams provided an update regarding the process, which is a 2-year process.. They are aiming to provide the BOE with a draft of the proposed purpose, principles, and Portrait of a Graduate at the February BOE meeting.

**IV. Equity Updates**

- A. Community updates
1. Alliance for Interracial Dignity and Webster Equity Bridge - [Community Wide Book Study](#)
- B. District updates
1. Dr. Jason Adams, Asst. Sup. of Learning - The K-8 Social Studies curriculum is going very well, students are engaged, teachers have

participated in several hours of PD, and there are 13 lead facilitators who have been amazing.

2. Shantay Wakefield, Director of Special Education - It is great having an Instructional Coach who is dedicated solely to WGSD. We will be conducting classroom walk-throughs and using a rubric, which will allow us to determine future PDs and additional support needed.
3. Pam Frazier, CFO - We modified our leave policy for our facilities/maintenance teams and they were granted additional days off during the winter break.

C. PTO equity committee updates

1. No updates were provided from any schools.

D. School/Department equity updates

1. Edgar Road - One Book, One School Program is going very well and we are focusing on shared trauma and using the book "Outside Inside". The staff are participating in "secret missions", which helps to increase staff bonding.
2. Avery - Finalizing events for Black History Month, creating and implementing a sense of belonging survey for students, and processing how to implement an audit for our school around equity.
3. Bristol - Finalizing trusted adult survey and it will include a picture of every adult in the building. Based on results from the DEI/SEL survey - we have scheduled a speaker on self regulation. We celebrated Native American Heritage Month. Our librarian is conducting a PD for teachers on how to audit their classroom libraries.
4. Givens - February 3rd is National Day of Play and we are planning our activities. The staff book study is going very well (Belonging Through a Culture of Dignity).
5. Clark - The PTO Equity Group is building interest and networking. Teachers are doing an amazing job meeting all of our students' needs, especially those who are on zoom.
6. Hudson - My Story (Feb. 17th) is an event for BHM where students will interact with Black professionals and learn about their career and the event will end with a student musical performance (instrumental and vocal).
7. Hixson - Focusing on building relationships. Our PD focuses on providing teachers with tools and resources on building relationships with students, parents, community, and colleagues. We formed a subcommittee to focus on the results from our Panorama survey.
8. WAFC/PAT/AV - Parents As Teachers (PAT) has been very busy with providing support and resources to parents. WAFC is auditing our handbook from an equity lens. We are continuing PD on conscious discipline.
9. Board of Education - WGSD was sued by the Attorney General for our mask mandate. We are taking our student and staff safety very seriously.

**V. Announcements related to equity**

- A. [Equity website includes data reports and EIA agendas and notes](#)
- B. [BOE Candidates for April 5th Election](#)
- C. Board Candidate Forum - March 30th @ 7pm - Hixson Middle School
- D. [Missouri House Bills - Elementary and Secondary Education](#)
- E. [Missouri Senate Bills - Education Committee](#)

**VI. Next meeting - March 28th 5:30 - 7:00 p.m., WGHS Library**