AGENDA

Meeting: Equity Steering Committee
Date: Monday, October 13, 2025
Time: 4:15pm-6:00pm
Location: Memorial High School, IMC/Library

Equity Steering Committee Norms

- Hold each other and ECASD accountable to doing what is best for our students, staff, and community
- Critique ideas, not people
- What is said here stays here; what is learned here leaves here and leads to action
- Create an authentic space for learning and discomfort
- One mic, one voice

Time	Topic
4:15	Refreshments
4:30	Welcome & Warm Up Announcements
4:35	**Agenda Item 1**. Host School w/ Principal Dave Oldenburg, Memorial High School At each Equity Steering Committee, the hosting site has the opportunity to share EDI updates related to successes, programming, initiatives, needs, and questions **Agenda Item 2**. Employee Resource Groups w/ Brandon Wick, ECASD HR Manager **Agenda Item 3**. EDI Goals for 2025-26 (see back page of this agenda)
5:45	**Agenda Item**. Open Forum Open forum is space for committee members to share questions, concerns, observations, opportunities, and recommendations that are not included in the agenda. Facilitators ask that each open forum topic be limited to 10 minutes to share and discuss. If additional time is required for discussion of topic, these topics will be added to future agendas for discussion or will be brought into subcommittee for further exploration.
6:00	Adjourn

1-year Goals. By June 30, 2026, our goals will include…

Equity Annual Report 2025, pg. 27

Superintendent Goals

- The district will make progress in closing gaps among marginalized student groups, with emphasis on students with disabilities and students of color.
- The district will continue to develop systemic changes for equitable education, including changes to policy and practice to achieve desired student results.

Teaching & Learning

- The district will continue to develop and implement a guaranteed and viable curriculum through collaborative program reviews and curriculum writing, which will ensure consistent, rigorous, and relevant learning experiences for each student.
- The district's grading philosophy is to have an equitable grading and reporting system. The district will make progress in implementing Standards Based Grading (SBG) PK-12 to ensure that our schools are accurately and consistently gauging student academic achievement.

Student Services

- The district will develop and initiate a plan to integrate multilingual WIDA standards with current curricular standards.
- The district will continue its program review and development of alternative education options.

Student Services – Special Education

- The district will make progress in increasing access to the Universal Environment and Enhance IEP & Evaluation Practices for students with disabilities.
- The district will refine its Incident Review Process (IRP) to create learning opportunities for students who need an Alternative to Expulsion Education Plan.

Human Resources

- The district will implement strategies to cultivate a positive culture and climate among staff members, as measured by the Staff Climate Survey.

Business Services

- The district will further refine a clear message about the *identity* of Business Services, and will update practices to be equitable, clear, transparent, and consistent.

EDI in collaboration with key partners

- The district will make progress in increasing the perceptions of a positive school climate and among students who identify as LGBTQ, Black / African American, and Hispanic when compared to the responses of *all respondents*.
- The district will setup and implement asynchronous district wide EDI Training modules related to supporting LGBTQ and transgender students in a system that is accessible and widely available to ECASD staff.
    - Update 10/7/2025—Making progress & Near Completion. ECASD Staff may refer to link: https://ecasd-wi.safeschools.com/training/home.