

SELF STUDY:

Pupil Nondiscrimination in the ECASD

Dang Yang (he/him/his)
Director of Equity, Diversity, & Inclusion

Background

Wisconsin Department of Public Instruction (DPI)

Nondiscrimination & Equal Educational Opportunity

5-Year Cycle (2022-23)

8 Sections

Nondiscrimination

The Board is committed to providing an equal educational opportunity for all students in the District.

The Board does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex, (including gender status, change of sex or gender identity), or physical, mental, emotional, or learning disability **(Protected Classes) in any of its student program and activities. This policy is intended to support and promote nondiscriminatory practices in all District and school activities...**

SELF-STUDY DATA & INFO

8 Sections

- District Policies
- Enrollment Trends
- Student Testing & Assessment
- Discipline Trends (Suspension, Expulsions, & Harassment)
- Athletics & Engagement Trends
- Scholarship Award Trends
- District Efforts to Achieve Educational Equity
- District Technology & Communications

District Policies

Policy [2260](#)

Nondiscrimination & Access to Equal Edu.

Policy [2260.01](#)

...Prohibition Against Discrimination Based on Disability

Policy [2266](#)

Nondiscrimination on the Basis of Sex...

Policy [5517](#)

Student Anti-Harassment

Policy [5517.1](#)

Bullying

Enrollment Trends

TOTAL ENROLLMENT (TFS)	2020-21	2021-22	2022-23
	11,008	10,973	10,871
Racial Demographics - TFS	2020-21	2021-22	2022-23
American Indian & Native Am.	0.63%	0.53%	0.60%
Asian & Pacific Islander	10.08%	10.07%	10.22%
Black or African American	2.55%	2.42%	2.58%
Hispanic	6.17%	6.24%	6.61%
White	75.37%	74.93%	73.77%
Two or More	5.20%	5.81%	6.22%
Gender Identity - TFS	2020-21	2021-22	2022-23
Female	48.00%	48.39%	48.27%
Male	52.00%	51.61%	51.46%
Nonbinary (Fall 2022 was the first term to collect Nonbinary gender identity)			0.28%
Free/Reduced Lunch Eligible	2020-21	2021-22	2022-23
Not Eligible	59.80%	59.60%	61.88%
Eligible	40.20%	40.40%	38.12%
Students with Disabilities	2020-21	2021-22	2022-23
SwoD	85.31%	84.62%	83.99%
SwD	14.69%	15.38%	16.01%
English Language Learners	2020-21	2021-22	2022-23
English Proficient	95.88%	95.70%	95.64%
English Learners	4.12%	4.30%	4.36%
LGBTQ (2022-23 was first year students could voluntarily self-report in the ECASD Student Climate Survey) N=6,368 (Grades 5-12)	2020-21	2021-22	2022-23
			8.04%

Enrollment Trends Parity

Wisconsin DPI recommends reviewing enrollment trends in classes and programs with disaggregated demographic data based on race/ethnicity, sex, national origin, and disability, whenever possible.

When comparing enrollment data with disaggregated data in class/program enrollment, **DPI suggests that a 5% disparity be considered significant.**

For small percentages, a representation of less than half of the overall enrollment of that population will also be considered significant.

Enrollment Trends (3-year)

	% Change over 3 years	Population
↑	1.60%	Students of Color
↓	2.08%	Free/Reduced Eligible
↑	1.32%	Students w/ Disabilities
↑	0.27%	Female
↓	0.54%	Male
↑	0.24%	English Lang. Learners

--WISEdash Secure (April 2024)

Enrollment Trends (3-year): Post Secondary Prep

% of Students Enrollment in AP Courses, by demographic & year	AP Courses		
	2020-21	2021-22	2022-23
American Indian	0.00%	0.13%	0.35%
Asian & Pacific Islander	2.94%	7.25%	7.33%
Black/African American	2.21%	1.71%	1.51%
Hispanic	2.94%	3.56%	4.07%
White	87.50%	83.93%	83.24%
Two or More	4.41%	3.43%	3.49%
SwoD	99.26%	99.74%	99.30%
SwD	0.74%	0.26%	0.70%
Female	68.38%	55.34%	57.74%
Male	31.62%	44.66%	42.03%
Nonbinary			0.23%

% of Students Enrolled in Dual Enrollment, by demographic & year	Dual Enrollment Programs		
	2020-21	2021-22	2022-23
American Indian	0.21%	0.34%	0.67%
Asian & Pacific Islander	7.42%	9.08%	9.27%
Black/African American	2.06%	2.37%	2.78%
Hispanic	5.77%	4.75%	5.48%
White	82.47%	78.80%	77.74%
Two or More	2.06%	4.66%	4.05%
SwoD	96.49%	95.25%	93.59%
SwD	3.51%	4.75%	6.41%
Female	52.16%	47.33%	52.53%
Male	47.84%	52.67%	47.05%
Nonbinary			0.42%

--WISEdash Secure (April 2024)

Enrollment Trends (3-year): **Classes & Programs**

% Students Enrolled in Arts Courses – Music, by demographic & year	Participation in Music Courses (Arts)		
	2020-21	2021-22	2022-23
American Indian	0.25%	0.40%	0.43%
Asian & Pacific Islander	9.42%	10.21%	9.53%
Black/African American	2.12%	2.29%	2.03%
Hispanic	5.85%	6.07%	6.60%
White	77.98%	76.57%	76.70%
Two or More	4.40%	4.45%	4.70%
SwoD	91.12%	87.05%	86.37%
SwD	8.88%	12.95%	13.63%
Female	51.18%	49.37%	49.05%
Male	48.82%	50.63%	50.35%
Nonbinary			0.60%

% Students Enrolled in Arts Courses – Visual Arts, by demographic & year	Participation in Visual Arts Courses (Arts)		
	2020-21	2021-22	2022-23
American Indian	0.66%	0.33%	0.69%
Asian & Pacific Islander	9.72%	9.66%	9.41%
Black/African American	2.55%	2.99%	2.77%
Hispanic	6.34%	6.67%	7.01%
White	75.80%	75.25%	74.69%
Two or More	4.93%	5.11%	5.42%
SwoD	86.76%	84.29%	84.64%
SwD	13.24%	15.71%	15.36%
Female	53.67%	53.76%	54.52%
Male	46.33%	46.24%	44.78%
Nonbinary			0.69%

--WISEdash Secure (April 2024)

Enrollment Trends (3-year): **Classes & Programs**

% Students Enrolled in STEM Courses, by demographic & year	Students Enrolled in STEM Courses		
	2020-21	2021-22	2022-23
American Indian	0.33%	0.31%	0.80%
Asian & Pacific Islander	8.80%	7.99%	8.46%
Black/African American	2.12%	1.45%	2.97%
Hispanic	3.56%	5.29%	5.49%
White	81.85%	80.50%	78.17%
Two or More	3.34%	4.46%	4.11%
SwoD	99.89%	99.27%	92.34%
SwD	0.11%	0.73%	7.66%
Female	46.21%	45.95%	43.09%
Male	53.56%	54.05%	56.57%
Nonbinary	0.22%	0.00%	0.34%

% Students enrolled in English Learner (EL) by demographic & year	English Language (EL) Learner Program		
	2020-21	2021-22	2022-23
American Indian	0.00%	0.21%	0.21%
Asian & Pacific Islander	74.12%	71.82%	68.21%
Black/African American	0.66%	1.06%	1.47%
Hispanic	23.46%	24.58%	27.16%
White	1.32%	1.69%	1.68%
Two or More	0.44%	0.64%	1.26%
SwoD	83.33%	81.78%	81.26%
SwD	16.67%	18.22%	18.11%
Female	42.32%	41.95%	43.16%
Male	57.68%	58.05%	56.84%
Nonbinary	0.00%	0.00%	0.00%

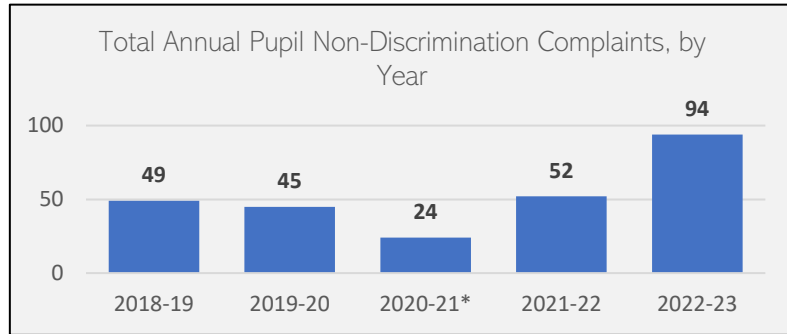
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Student Discipline: Suspensions & Expulsions

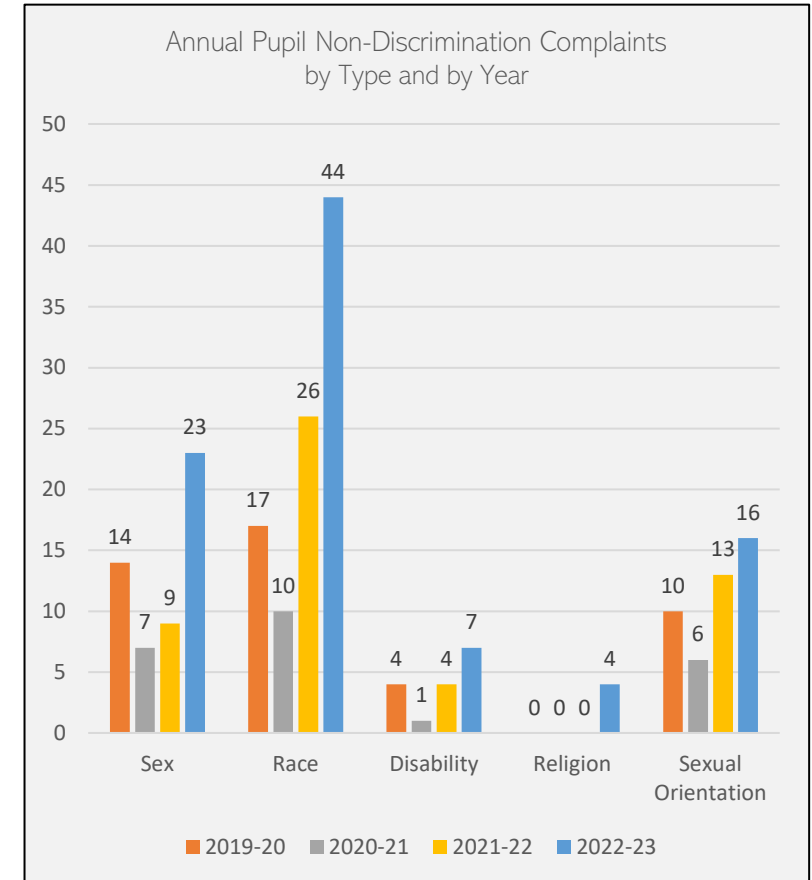
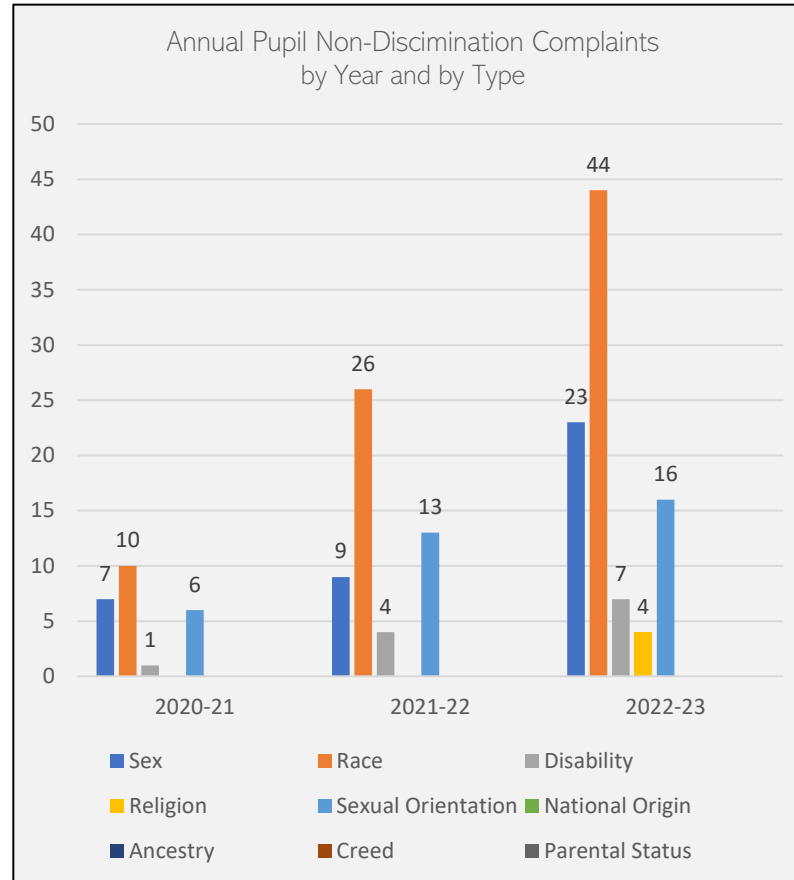
% of Student Suspensions, by Demographic	Suspensions by Demographic, Unique Students		
	2020-21	2021-22	2022-23
American Indian	1.27%	1.08%	1.49%
Asian & Pacific Islander	0.00%	2.70%	3.27%
Black/African American	3.80%	7.82%	12.20%
Hispanic	10.13%	9.16%	12.50%
White	77.22%	67.39%	59.23%
Two or More	7.59%	11.86%	11.31%
SwoD	37.97%	54.40%	50.30%
SwD	62.03%	45.60%	51.19%
Female	25.32%	32.88%	31.55%
Male	74.68%	67.12%	67.26%
Nonbinary			1.19%

% of Student Expulsions, by Demographic	Expulsions by Demographic, Unique Students		
	2020-21	2021-22	2022-23
American Indian	0.00%	0.00%	0.00%
Asian & Pacific Islander	0.00%	0.00%	0.00%
Black/African American	0.00%	0.00%	0.00%
Hispanic	0.00%	0.00%	0.00%
White	0.00%	0.00%	0.00%
Two or More	0.00%	0.00%	0.00%
SwoD	0.00%	0.00%	0.00%
SwD	0.00%	0.00%	0.00%
Female	0.00%	0.00%	0.00%
Male	0.00%	0.00%	0.00%
Nonbinary			0.00%

Student Discipline: Student Harassment & Bullying



- Sex
- Race
- Sexual Orientation
- Disability



Engagement: Athletics

<i>Participation in Athletics & Extra Curricular in Secondary Schools</i>	Athletics & Extra-Curricular Engagement		
	2020-21	2021-22	2022-23
American Indian	0.57%	0.31%	0.34%
Asian & Pacific Is.	11.82%	9.44%	10.75%
Black & African Am.	2.51%	2.97%	2.94%
Hispanic	5.25%	4.37%	5.77%
White	76.30%	78.37%	75.48%
Two or More	3.54%	4.55%	4.72%
Female	46.41%	46.55%	48.41%
Male	53.14%	53.23%	51.25%
Nonbinary	0.45%	0.22%	0.34%

95

Recognized student organizations, clubs, or extra-curricular activities in ECASD Secondary schools.

Digital Equity

Internet Access at Home

% of Respondents who answered YES	Digital Equity - Internet Access in Home/Residence		
	2020-21	2021-22	2022-23
TOTAL "YES" RESPONSES	90.77%	93.00%	94.36%
District Response Rate (All Responses / Enrollment)	6.70%	22.38%	31.00%
American Indian	72.73%	77.78%	65.71%
Asian & Pacific Islander	93.83%	90.76%	93.79%
Black/African American	80.00%	88.00%	86.11%
Hispanic	82.72%	86.76%	95.15%
White	93.53%	95.31%	96.26%
Two or More	88.73%	88.64%	90.31%
SwoD	92.19%	93.56%	95.17%
SwD	85.14%	90.28%	91.52%
Female	90.08%	92.86%	94.73%
Male	91.48%	93.14%	94.37%
Nonbinary			94.74%
English Learners	85.71%	78.81%	84.86%
Not EL	91.08%	93.71%	95.21%
Homeless Status	65.43%	72.73%	76.62%
Not Homeless Status	93.90%	94.25%	95.42%

--WISEdash Secure (April 2024)

Digital Equity: Primary Device for Schoolwork @ Home

	Digital Equity - Digital Device Type in Residence																	
	2020-21						2021-22						2022-23					
	Desktop Laptop	Chrome book	Tablet	Smart phone	Other	None	Desktop Laptop	Chrome book	Tablet	Smart phone	Other	None	Desktop Laptop	Chrome book	Tablet	Smart phone	Other	None
TOTAL STUDENTS	31.7%	11.6%	22.1%	4.9%	2.6%	27.1%	29.5%	11.2%	28.2%	5.1%	2.1%	23.9%	29.3%	10.6%	28.3%	5.0%	2.1%	24.7%
	District Response Rate (Total Responses / Total Enrollment) 6.7%						District Response Rate (Total Responses / Total Enrollment) 21.0%						District Response Rate (Total Responses / Total Enrollment) 29.0%					
Amer Indian	0.0%	0.0%	40.0%	10.0%	0.0%	50.0%	12.5%	16.7%	37.5%	8.3%	0.0%	25.0%	16.0%	8.0%	44.0%	8.0%	4.0%	20.0%
Asian & Pacif. Is.	25.0%	13.8%	30.0%	3.8%	0.0%	27.5%	24.2%	6.2%	36.6%	5.7%	2.2%	25.1%	23.9%	6.4%	38.0%	5.5%	3.4%	22.7%
Black/African Am.	23.9%	4.3%	15.2%	6.5%	8.7%	41.3%	25.3%	5.5%	22.0%	17.6%	3.3%	26.4%	31.5%	7.1%	19.7%	16.5%	2.4%	22.8%
Hispanic	21.0%	16.0%	16.0%	9.9%	4.9%	32.1%	23.8%	13.9%	25.7%	6.9%	3.0%	26.7%	23.7%	14.9%	26.0%	9.2%	2.3%	24.0%
White	35.7%	11.4%	22.4%	4.0%	2.5%	24.0%	31.2%	12.1%	28.3%	4.0%	2.0%	22.4%	31.1%	11.1%	27.8%	3.4%	1.9%	24.7%
Two or More	36.6%	11.3%	19.7%	4.2%	0.0%	28.2%	32.3%	9.0%	21.9%	5.0%	1.0%	30.8%	27.2%	9.8%	24.9%	7.2%	2.3%	28.7%
SwoD	31.1%	12.8%	23.5%	4.9%	2.2%	25.4%	29.7%	11.0%	28.9%	4.7%	2.0%	23.6%	29.8%	9.8%	29.0%	4.5%	2.1%	24.6%
SwD	34.5%	6.8%	16.2%	4.7%	4.1%	33.8%	28.9%	12.2%	24.3%	6.8%	2.3%	25.6%	27.0%	14.6%	24.3%	7.2%	2.1%	24.7%
Female	32.0%	12.5%	20.3%	5.1%	3.0%	27.1%	30.7%	11.8%	27.5%	5.5%	2.2%	22.4%	30.5%	11.1%	27.5%	5.1%	2.4%	23.5%
Male	31.5%	10.7%	23.8%	4.7%	2.2%	27.1%	28.3%	10.6%	28.9%	4.6%	2.0%	25.7%	27.9%	10.0%	29.3%	5.0%	1.8%	26.0%
Nonbinary													52.6%	21.1%	10.5%	0.0%	0.0%	15.8%
English Learners	21.4%	4.8%	28.6%	0.0%	4.8%	40.5%	23.0%	2.0%	36.0%	6.0%	3.0%	30.0%	24.7%	2.5%	33.3%	11.1%	3.1%	25.3%
Not EL	32.4%	12.0%	21.7%	5.2%	2.5%	26.3%	29.8%	11.6%	27.8%	5.0%	2.0%	23.7%	29.6%	11.1%	28.0%	4.6%	2.1%	24.6%
Homeless Status	12.7%	8.9%	17.7%	8.9%	1.3%	50.6%	21.8%	13.6%	19.1%	16.4%	2.7%	26.4%	31.4%	7.4%	19.0%	20.7%	0.8%	20.7%
Not Homeless	34.0%	11.9%	22.6%	4.4%	2.7%	24.3%	29.9%	11.1%	28.6%	4.5%	2.0%	23.8%	29.3%	10.8%	28.6%	4.3%	2.2%	24.8%

Digital Equity: Who Provided the Primary Device?

	Digital Equity - Digital Device Type in Residence								
	2020-21			2021-22			2022-23		
	Personal Device	School Device	None	Personal Device	School Device	None	Personal Device	School Device	None
TOTAL STUDENTS	46.40%	28.53%	25.07%	55.67%	27.08%	17.25%	60.90%	26.28%	12.82%
	District Response Rate (Total Responses / Total Enrollment) 6.56%			District Response Rate (Total Responses / Total Enrollment) 19.28%			District Response Rate (Total Responses / Total Enrollment) 29.0%		
Amer Indian	22.22%	33.33%	44.44%	42.86%	42.86%	14.29%	52.17%	21.74%	26.09%
Asian & Pac Islander	45.00%	31.25%	23.75%	48.00%	33.50%	18.50%	52.33%	31.54%	16.13%
Black/African American	36.36%	27.27%	36.36%	51.95%	24.68%	23.38%	58.25%	27.18%	14.56%
Hispanic	39.24%	27.85%	32.91%	44.69%	33.52%	21.79%	51.56%	33.33%	15.11%
White	48.86%	29.77%	21.36%	58.24%	25.95%	15.80%	64.17%	24.60%	11.23%
Two or More	50.00%	18.57%	31.43%	57.31%	21.64%	21.05%	56.34%	26.29%	17.37%
SwoD	47.42%	29.04%	23.54%	57.01%	25.84%	17.15%	62.31%	25.35%	12.34%
SwD	42.14%	26.43%	31.43%	49.01%	33.24%	17.75%	53.91%	30.87%	15.21%
Female	43.68%	30.49%	25.82%	55.29%	28.01%	16.70%	60.65%	27.17%	12.19%
Male	49.16%	26.54%	24.30%	56.08%	26.08%	17.84%	61.14%	25.41%	13.45%
Nonbinary							63.16%	21.05%	15.79%
English Learners	26.83%	39.02%	34.15%	37.21%	38.37%	24.42%	47.48%	33.09%	19.42%
Not EL	47.58%	27.90%	24.52%	56.45%	26.60%	16.95%	61.64%	25.90%	12.46%
Homeless Status	24.36%	26.92%	48.72%	57.29%	25.00%	17.71%	59.80%	22.55%	17.65%
Not Homeless Status	49.07%	28.73%	22.20%	55.59%	27.18%	17.23%	60.95%	26.43%	12.63%

Awards: Scholarships Awarded in 2022-23

	Scholarships Awarded, Total & by School (2022-23 Year Only)		
	Total	High School 1	High School 2
Amer Indian	0.00%	0.00%	0.00%
Asian	7.59%	11.63%	6.09%
Black/African American	4.43%	0.00%	6.09%
Hispanic	1.90%	4.65%	0.87%
White	86.08%	83.72%	86.96%
Two or More	0.00%	0.00%	0.00%
Female	54.43%	42.50%	60.00%
Male	43.67%	57.50%	40.00%
Nonbinary	0.00%	0.00%	0.00%

Key Take-Aways: **Special Education**

- Identify additional methods to increase the awareness of the district's Pupil Nondiscrimination policies & procedures among students, families, and staff.
- Identify success metrics for students with disabilities regarding [Post-Secondary success](#).
- Identify structures to support the disproportionately high rates of students with disabilities who are [unhoused or who are experiencing housing insecurity](#).
- Address the [racial disproportionality](#) of Black students being over identified with “Emotional/Behavioral” and “Specific Learning” disabilities.
- Review [disciplinary practices](#) and school practices that lead to students with disabilities to be over-referred for suspension and other disciplinary action.
- Take action to address the increasing number of [student harassment/bullying](#) perpetrated against students with disabilities.

Key Take-Aways: **Students of Color**

- Identify additional methods to increase the awareness of the district's Pupil Nondiscrimination policies & procedures among students, families, and staff.
- Address the [racial disproportionality](#) of Black students being over identified with “Emotional/Behavioral” and “Specific Learning” disabilities.
- Review [disciplinary practices](#) and school practices that lead to Black, Hispanic, Multi-Racial, and American Indian students to be over-referred for suspension and other disciplinary action.
- Take action to address the number of [student harassment/bullying](#) perpetrated against students of color.
- Take action to raise awareness of scholarship opportunities and procedures among Hispanic, American Indian, and Multi-Racial students in our high schools.

Key Take-Aways: Gender

- Identify additional methods to increase the awareness of the district's Pupil Nondiscrimination policies & procedures among students, families, and staff.
- Increase awareness of AP and post-secondary preparation courses among male students.
- Address the high disproportionality among male students who are disproportionately suspended.
- Take action to raise awareness of scholarship opportunities and procedures among male students in our high schools across the district.

SELF STUDY:

Pupil Nondiscrimination in the ECASD

Dang Yang (he/him/his)
Director of Equity, Diversity, & Inclusion