



WESD Statement of Commitment to Educational Equity

Washington Elementary School District (WESD) is proud to serve a diverse population of over 20,000 students. WESD is committed to achieving equitable outcomes for all students and staff in order that they find academic, as well as, social and emotional success.

Our students, their families and staff represent multiple races and ethnicities with over 65 home languages and cultures. Students need to see a strong connection between their home life, their community, and their school, which strengthen a student's sense of belonging and motivation. Honoring the varied talents, backgrounds and experiences of our students' families and community members greatly supports student success. Learning depends upon social interactions and students actively constructing knowledge and understanding by connecting their experience of home culture, language and life experiences with what they learn in school.

Therefore, WESD places a high priority on being informed and knowledgeable about each students' cultural background and their unique home and community experiences. District leadership, school leaders and staff are committed to partnering with students, families and community members to develop policies, procedures and practices that create and continuously improve equity, diversity and inclusion in WESD.

Defining Equity, Diversity, and Inclusion in WESD

WESD aligns our definitions with the ADE Equity Framework

Equity

Educational equity in WESD means we hold ourselves accountable for providing all students and staff with the resources and support they need to produce positive academic and social outcomes comparably regardless of race, ethnicity, gender, gender identity or expression, sexual orientation, language, religion, nationality, immigration status, cognitive or physical ability, family background or structure, income or zip code.

Diversity

WESD values and celebrates racial, ethnic, linguistic, academic, identity and cultural diversity of our staff, students and families. This is a continuous process of acknowledging, accepting and continually learning the many ways in which people differ, including the diversity of ideas, perspectives, and values.

Inclusion

WESD is committed to creating inclusive - learning and workplace climates by embracing our differences through our words and actions so every individual or group knows they are welcomed, respected, supported and valued as a member of the WESD community. We are an evolving, inclusive community founded in strong communication and collaboration among all stakeholders.

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WESD Goals for Equitable Outcomes for All Students

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WESD strives to achieve a learning and work environment where the following goals are consistently met. WESD will use these goals as a lens through which they will evaluate policies, procedures, practices, and programs and identify those that promote or obstruct equitable outcomes for all students.

- 1. Outcomes:** Comparable positive results on all measures for student and staff populations, which provide evidence that inequities are identified and resolved.
- 2. Access and Inclusion:** Admission and engagement, without obstruction, for all students and staff to participate equitably in all services or opportunities with positive outcomes.
- 3. Treatment:** Interactions between individuals and groups are accepted, valued, respected, safe and secure without fear of threat, humiliation, danger or disregard.
- 4. Opportunities to Succeed:** Necessary and appropriate supports are provided to attain positive equitable outcomes for all students and staff.
- 5. Resources:** Resources are allocated equitably to ensure positive equitable outcomes for all students and staff.
- 6. Shared Responsibility and Accountability:** Stakeholders work collaboratively to ensure positive equitable outcomes for all students and staff.



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