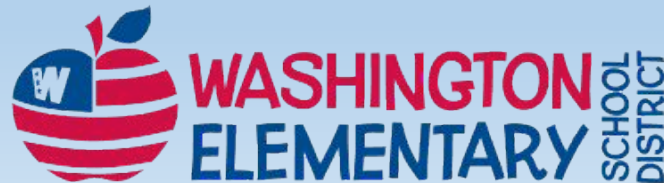


Equitable Outcomes for All Students

May 17, 2023





EOFAC Norms

- ❖ Equity of voice
- ❖ Fair & respectful treatment to all
- ❖ Be Punctual-the flow of meeting continues if you are late
- ❖ Be Present...leading to a *Meaningful Engagement*
- ❖ Problems are discussed with a focus on solutions
- ❖ Closure of meeting with decisions that are made by all
- ❖ Be responsive to the assigned tasks
- ❖ **Attendance sign in link:**
https://docs.google.com/forms/d/e/1FAIpQLSfrmxJIGdHR0_1v5DXYF_r2MGJRPg2dYFxOJRmBbY3OLRf4g/viewform



Reminder: From last meeting

Please take a moment to skim through this:

What could possibly be initiated:

- ❖ Common and Inclusive Language and Imaging (PR/marketing)
- ❖ Welcoming language and imaging (in other languages)
- ❖ Common theme and universal murals on all WESD campuses
- ❖ Recognizing all families culture (getting educated in cultures that WESD's demographics is)
- ❖ Music in halls early morning and at the end of the day to relax all stakeholders
- ❖ Focus on the communication with late student arrivals (Impact versus Intent)
- ❖ Prompt responses via Emails, Radios, Telephone, Customer Service Viewpoint, for colleagues, school admin, parents and teachers
- ❖ Acknowledge cultural respect and humility by creating a cultural guide – (could possibly be a laminated document that has a list of various languages with a brief description of how to greet people from their culture (hand shake; look in the eye, etc). This is something that is a quick read for office staff.
- ❖ Be aware of families' home language – families "assumptions"-Over communicate-under assume
- ❖ Training on effective communication so we can have a culture of professionalism and respect. This includes various scenarios, role play, understanding your audience and common phrases to use during a confrontational conversation with a colleague or students.
- ❖ Tools and Needs appropriate for success. These would be alternatives to suspension in the traditional manner. These would be consequences that match the offense and are similar to what an adult may face. (extra work around the school, etc.

Who would be responsible for this cultural shift:

- ❖ District staff, school administrators, front office staff (office managers), student committees, parent or staff committees, certified and non-certified staff

Where will this initiate be launched:



Reminder: From last meeting

Please take a moment to skim through this:

When should we start the roll out:

- ❖ Planning and training for DO and school administrators in Summer
- ❖ Teachers will be trained when they arrive in summer/fall.
- ❖ Students will be trained at the beginning of each school year.

How will all this be rolled out:

- ❖ Training for school staff on phrasing to use when a student arrives late for class. This can make the difference in a student's day.
- ❖ Bring in a consultant on effective communication. Set aside a training day.
- ❖ Recommend sending a short email in response (automated email response, if necessary) acknowledging the email and that you will get back with them as soon as possible.
- ❖ Important documents like cultural guides can be saved by the office staff. When a family comes in who are new to the country the office staff can greet them respectfully.
- ❖ Give School Admin suggestions on alternatives to the traditional manner in handling a suspension. These would be tasks to build the students character, etc.
- ❖ Culturally Responsive interventions(...McKinney Vento was mentioned)



Agenda for today's meeting:

1. **Action steps and timeline** to roll out implementation plan of TREATMENT on all WESD campuses

Create...

- a list of action steps based on the priorities
- tentative timeline
- quarterly goals

2. **EOFA Committee members for 2023-2024**

- [Interest Form](#)
- Survey results-13 current members and 8 new members (4 students, 1 staff, 3 parents)

3. **Proposed frequency of the meeting:** Do we want to continue with bi-monthly meeting or should we move it to monthly meeting?



Task today...develop an action plan

Goals: Let's set the goals for each quarter: What do we want to accomplish...

by the end of Quarter 1

by the end of quarter 2

by the end of quarter 3

by the end of quarter 4



Task today...develop an action plan

What are the priorities?

Example:

- ❖ to educate and inform WESD community about...
- the relevance of TREATMENT
- importance of treating everyone with respect

Where should we begin?

Example:

- ❖ Training for top leadership team
- ❖ professional development for school staff

When should we begin?

Example:

- ❖ Mid September

Should this fall under quarter-1?

Yes!



As a whole group...

Discuss:

- The **priority task** along with the **suitable timeline (based on the quarters)** for each task.
- What is the measuring criteria?
- What data should we be looking at?
- Should there be a TREATMENT checklist?
- Should focus groups be looking at the survey questions and data?
- What steps to take to educate WESD stakeholders?
- Should various departments be targeting on the needs?
- The proposed plan will be presented to the district level leadership for approval.
- The roll out will start after approval from the district level leadership.

EOFA committee meetings dates for 2023-2024

The meetings will take place last Wednesday of every month.

Date	Time
August 23, 2023(4th Wednesday)	4:30-6:00 pm
September 27, 2023	4:30-6:00 pm
October 25, 2023	4:30-6:00 pm
November 29, 2023	4:30-6:00 pm
January 31, 2024	4:30-6:00 pm
February 28, 2024	4:30-6:00 pm
March 27, 2024	4:30-6:00 pm
April 24, 2024	4:30-6:00 pm

