

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION SUB COMMITTEE OF THE BOARD TO PLAN  
DIVERSITY, EQUITY & INCLUSION**

Monday, November 15, 2021  
5:30 PM

Waunakee Community School District  
905 Bethel Circle  
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 30 minutes/per meeting for public comments.

Public comments may be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted in the lobby of the building, asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

A quorum of the Board may be present

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. DISCUSS AND CONSIDER THE APPROPRIATE BOARD OR COMMITTEE PATHWAY FOR REVIEW AND PRIORITIZATION OF THE RECOMMENDATIONS FROM THE DEI AD HOC COMMITTEE**

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Attached please find a PDF document that outlines each of the recommendations that were part of the audit conducted by the DEI Ad Hoc Committee. Tim Schell and I reviewed each recommendation and assigned them to the most appropriate existing committees. This assessment is a DRAFT and needs to be reviewed by this sub-committee to bring forth board

member perspective. There are some items that we assigned to a committee that are not clear if that is the best option -- we look forward to your review and feedback.

A potential next step could include reorganizing the recommendations per their best committee assignment. The existing committees would then provide a review and prioritization of items within their charge, which will be presented to the full Board for review.

**VI. DISCUSS AND CONSIDER NEXT STEPS FOR THE COMMITTEE**

The committee will consider next steps for the committee and any recommendations to the full Board.

**VII. FUTURE MEETINGS**

**VIII. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

*Conditions at schools foster positive climates that support teaching and learning for educators and students.*

Item	Committee	Notes
1) Build relationships/trust to establish professional partnerships between school staff, BOE, and administration;	Board listening sessions	Perhaps there are additional components here.
2) Engage students in our work and develop and/or improve communications to inform students of actions that support their experiences.	New committee	3
3) Encourage the Board to revisit the time horizon before advisors can be compensated;	Human Resources or Co-Curricular	
4) Create a comprehensive, multi-year, and transparent plan/vision for work with regard to diversity, equity, and inclusion in our schools;	New committee	

*Conditions at schools foster positive climates that support teaching and learning for educators and students.*

Item	Committee	Notes
5) Offer ongoing professional learning opportunities that afford space/time to process, reflect, and apply new learning; and,	Curriculum committee	
6) Extend learning opportunities regarding culture and implicit bias to all staff;	Curriculum committee	4
7) Work on systems that invite/require (and compensate) non-certified staff at these trainings	Human resources	

***Conditions at schools foster positive climates that support teaching and learning for educators and students.***

A second element critical to creating an inclusive environment for students is that they feel safe

Item	Committee	Notes
1) Review and update language in BOE policies and student handbooks to ensure it is supportive, humanizing, and age appropriate	Policy	
2) Review K-12 policies around behavior, taking into consideration best practice, with a committee consisting of students, staff, and families	Policy	5
3) Review and amend discipline policy to promote restorative practices that focus on learning in place of zero tolerance policies that focus on punitive measures	Policy	
4) Develop policies that include language about Positive Behavioral Intervention and Supports (PBIS) and Social-emotional Learning (SEL)	Policy	

***Conditions at schools foster positive climates that support teaching and learning for educators and students.***

A second element critical to creating an inclusive environment for students is that they feel safe

Item	Committee	Notes
5) Develop plan for communicating and monitoring fidelity of practice with regard to policies;	New committee	Is this narrowly defined as communicating policy vision and changes or more broadly defined as communicating about DEI key issues and strategies.
6) Establish routines to review data collected in the newly created incident reporting system that allows students and staff to anonymously report incidents of bullying, harassment and bias.	New committee	Is this the best place for this 6 item?

*All students have access to a rigorous curriculum, including advanced coursework, rooted in high academic standards.*

Item	Committee	Notes
1) Review and update curriculum and curricular resources/materials through a diverse lens (e.g. history and sociology)	Curriculum	
2) Include BIPOC (Black, Indigenous, People of Color) stories/books from BIPOC authors, both fiction and nonfiction;	Curriculum	7
3) Provide consistent and repeated staff training, coaching, and feedback on inclusion practices;	Curriculum	
4) Work with building coaches to develop comfort/capacity in leading professional learning for staff around equity in education.	Curriculum	

***All students have access to a rigorous curriculum, including advanced coursework, rooted in high academic standards***

In order to ensure all students are able to access learning experiences

Item	Committee	Notes
1) Evaluate and monitor progress of students (response rates within RtI framework) of different abilities and from different backgrounds and report progress to the WCSD Board of Education	Curriculum	
2) Create opportunities to ensure equal representation of students of different abilities and backgrounds in Advanced Placement (AP) classes	Curriculum	8
3) Discontinue tracking systems that may exist based on perceived student abilities	Curriculum	
4) Explicit staff training (inviting paraeducators), in Universal Design for Learning (UDL), tied to coaching and feedback	Curriculum	

*Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.*

Item	Committee	Notes
1) Gather baseline data on family and community engagement;	New committee	Is this the best place for this item?
2) Utilize data to recognize areas of strength and determine areas for improvement;	New committee or goals?	Is this narrowly focused on DEI or a broader vision of continuous improvement? 9
3) Develop ongoing methods for examining family and community engagement and report to BOE/admin;	New committee	
4) Consider creating a community liaison position that can be both a resource for staff and families, as well as provide outreach to the community.	New committee	

***Schools engage with families and communities to collaborate in learning, advocacy, and securing resources***

The committee recognizes that the WCSD values and offers a variety of professional learning opportunities for staff and has the potential to expand learning opportunities to areas that focus on family and community engagement

Item	Committee	Notes
1) Provide professional learning opportunities and coaching to all staff/teachers in the areas of family and community including communication and relationship building. Such opportunities should be made available to all district staff who interact with students and families in and outside of the classroom;	Curriculum	10
2) Demonstrate commitment to parent and community engagement through consistent attendance of administrators		Does not require committee action.
3) Involve families as partners in this work through ongoing two-way communication, collaboration, and decision-making.	New committee	

*All students have access to capable, qualified educators.*

Item	Committee	Notes
1) Review hiring policies to recruit staff from underrepresented groups who represent our diverse student body	Human Resources	
2) Work with universities to recruit and/or incentivize BIPOC candidates	Human Resources	
3) Consider a “Grow Your Own” program that enables people within our district to pursue educator licensure;	Human Resources	11
4) Revisit adding the “Educators Rising” Program for students who may pursue education in the future and actively recruit BIPOC students to join;	Curriculum	
5) Inquire about other district’s efforts to retain diverse staff.	Human Resources	

*Schools maintain accountability by utilizing multiple indicators to assess student achievement, instructional effectiveness, and school performance.*

Item	Committee	Notes
1) Provide outreach to families and to determine barriers that may exist for students who are preparing for college and/or careers beyond high school;	Curriculum	
2) Increase accessibility and opportunities for students to participate in ACT preparation classes by eliminating fees and offering classes during school hours;	Curriculum	12
3) Offer fee waivers to students for extraneous fees such as those associated with retaking the ACT exam, drawing these fees from Student Financial Assistance Fund;	Budget	
4) Create opportunities to ensure equal representation of students of different abilities and backgrounds in Advanced Placement (AP) classes.	Curriculum	

*Schools exemplify readiness for all students and educators.*

Item	Committee	Notes
1) Evaluate the level of awareness of and accessibility to WCSD 4K programs and wrap-around care that is available to all families in the district;	Curriculum	
2) Provide outreach to network with child care programs beyond 4K sites, including pre-K programs such as Head Start;	Curriculum	13
3) Improve communication practices to remove barriers to information access. This may include communicating with families who move into the school district in the middle of the school-year and providing interpretation and translation services.	Curriculum	

*All schools are sufficiently and equitably funded to provide the resources and supports required to meet all students' needs.*

Item	Committee	Notes
First, the committee recommends our current educators and administrators have opportunities to participate in the development of the budget.	Budget	
In accordance, engaging our district staff in these discussions can help the BOE to identify and allocate resources based on areas of need in each building.	Budget	14

***Additional Recommendations:***

Item	Committee	Notes
<p>recommends that the WCSD BoE allow the Diversity, Equity, and Inclusion Committee to become a Standing Committee. The DEI Ad Hoc Committee recommends that the composition of this group include no less than the 12 representatives. Representatives should include a distribution of district students, educators and paraprofessionals, administrators, and community members.</p>	<p>Sub Committee</p>	<p>15</p>
<p>Review existing WCSD data, federal and local guidance, contracts and policies.</p>	<p>New Committee</p>	
<p>Review current research and national trends on the use and effectiveness of hiring practices, while considering the benefits of diversity for both students and staff.</p>	<p>Human Resources</p>	

***Additional Recommendations:***

Item	Committee	Notes
Review best practices as it relates to retention and promotion of a diverse staff and administration, making recommendations for professional development, improvement of professional practices, and internal promotions for all Waunakee School District teachers, paraeducators & staff	Human Resources	16
Review district curriculum for inclusion and representation of persons of all backgrounds and identities	Curriculum	
Develop possible recommendations to the Board of Education for amendments to contract language, curriculum, board policy, and administrative practices based on feedback from the Waunakee School District Community, stakeholders, and experts following discussions, information-sharing sessions and regular meetings.	New Committee	