

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION DEI BOARD COMMITTEE**

Monday, June 20, 2022

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 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.

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. DEVELOP A PLAN FOR REVIEWING AND CONSIDERING THE RECOMMENDATIONS FROM THE DEI AD HOC COMMITTEE** **3**

Attached please find a list of the recommendations from the Ad Hoc Committee that best fit to be considered and reviewed by the Board's DEI Committee.

**VI. DISCUSS AND CONSIDER THE ESTABLISHMENT OF A DEI MISSION STATEMENT**

**VII. DISCUSS AND CONSIDER THE CONCEPT OF A LEADERSHIP CONFERENCE/PROGRAM FOR HIGH SCHOOL STUDENTS**

**VIII. COMMITTEE MEMBER REFLECTIONS AFTER MEETING WITH THE 7-12**

**ADMINISTRATION AND STUDENT SERVICE STAFF.**

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

The Committee will discuss what they would like to focus on/accomplish in the next 90 days.

**X. FUTURE MEETINGS**

**XI. 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
2) Engage students in our work and develop and/or improve communications to inform students of actions that support their experiences.	Board DEI Committee	
4) Create a comprehensive, multi-year, and transparent plan/vision for work with regard to diversity, equity, and inclusion in our schools;	Board DEI Committee	3

***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;	Board DEI 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.	Board DEI Committee and Full Board	4

*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;	Board DEI Committee	Is this the best place for this item?
2) Utilize data to recognize areas of strength and determine areas for improvement;	Board DEI Committee	Is this narrowly focused on DEI or a broader vision of continuous improvement? 5
3) Develop ongoing methods for examining family and community engagement and report to BOE/admin;	Board DEI 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.	Board DEI 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
2) Demonstrate commitment to parent and community engagement through consistent attendance of administrators	Board DEI Committee	
3) Involve families as partners in this work through ongoing two-way communication, collaboration, and decision-making.	Board DEI Committee	6

*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><b>Board DEI Committee</b></p>	<p>7</p>
<p>Review existing WCSD data, federal and local guidance, contracts and policies.</p>	<p><b>Board DEI Committee</b></p>	

*Additional Recommendations:*

Item	Committee	Notes
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.	Board DEI Committee	8

## DEI Ad Hoc Recommendations

### Recommendations Delegated to the DEI Sub-Committee and Notes from the Administrative Team:

Item	Committee	Focus Area from Equity Audit	Notes
Build relationships/trust to establish professional partnerships between school staff, BOE, and administration;	DEI Sub-Committee	<u>Focus Area 1</u> : Conditions at schools foster positive climates that support teaching and learning for educators and students.	<p>Creating and maintaining connections between groups with similar goals (DEI committee, BELE group, and student affinity groups).</p> <p>Collaborative learning opportunities (e.g. joint PD session) with staff, administration, and Board.</p> <p>Clarity and transparency with communication regarding decision-making and the rationale to support the decision.</p>
Engage students in our work and develop and/or improve communications to inform students of actions that support their experiences.	DEI Sub-Committee	<u>Focus Area 1</u> : Conditions at schools foster positive climates that support teaching and learning for educators and students.	<p>Create a student-led leadership team that focuses on creating a common goal of safe and inclusionary spaces for all students.</p> <p>Students attend other schools to create connections with younger students and carry their voices into other spaces</p>

			(presentations, reports to the Board, etc.)
Create a comprehensive, multi-year, and transparent plan/vision for work with regard to diversity, equity, and inclusion in our schools;	DEI Sub-Committee	<u>Focus Area 1</u> : Conditions at schools foster positive climates that support teaching and learning for educators and students.	High-level of support for the plan/vision work.  Collaborative process inclusive of student voice.
Develop plan for communicating and monitoring fidelity of practice with regard to policies;	DEI Sub-Committee	<u>Focus Area 1</u> : Conditions at schools foster positive climates that support teaching and learning for educators and students.	Wondering if this is for the policy committee...  Clarify if this is about “policy” created by BOE or decisions...Is this narrowly defined as communicating policy vision and changes or more broadly defined as communicating about DEI key issues and strategies?  Could be a goal statement with written measurement tools.
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.	DEI Sub-Committee	<u>Focus Area 1</u> : Conditions at schools foster positive climates that support teaching and learning for educators and students.	Reports are reviewed by all administrators.  The July BOE meeting will include a report on this item.  Develop a tool to track resolutions.  Is this the best place for this

			item?
Gather baseline data on family and community engagement;	DEI Sub-Committee	<u>Focus Area 3</u> : Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.	Consider developing a family engagement/school perceptions survey after the 2022-23 SY begins.
Utilize data to recognize areas of strength and determine areas for improvement;	DEI Sub-Committee	<u>Focus Area 3</u> : Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.	SII process
Develop ongoing methods for examining family and community engagement and report to BOE/admin;	DEI Sub-Committee	<u>Focus Area 3</u> : Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.	Same as above
Consider creating a community liaison position that can be both a resource for staff and families, as well as provide outreach to the community.	DEI Sub-Committee	<u>Focus Area 3</u> : Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.	Determine if we'd hire an additional person to fulfill this role.
Involve families as partners in this work through ongoing two-way communication,	DEI Sub-Committee	<u>Focus Area 3</u> : Schools engage with families and communities to collaborate in	Community Engagement Opportunities.

collaboration, and decision-making.		learning, advocacy, and securing resources.	
The DEI Ad Hoc Committee recommends that the WCSD BoE allow the Diversity, Equity, and Inclusion Committee to become a Standing Committee.	DEI Sub-Committee	Additional Recommendation	Completed - No action needed
Review existing WCSD data, federal and local guidance, contracts and policies.	DEI Sub-Committee	Additional Recommendation	Policy Committee
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.	DEI Sub-Committee	Additional Recommendation	Broad objective that involves all Committees