

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

Tuesday, November 8, 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. PRESENTATION FROM WCCC - MICHELLE MCGRATH** **3**

Michelle McGrath from the Waunakee Community Cares Coalition will present to the Committee on data associated with her work at the Coalition and collaboration with the school district.

**VI. DISCUSS AND DEVELOP AN EQUITY STATEMENT** **30**

Attached please find a document, provided by Committee Chair, Mark Hetzel. Within the document you will find three paragraphs:

- 1) a draft of a version of an equity statement as per the Board's discussion in September.
- 2) a draft of an equity statement provided by the Waunakee IDEA group, that was shared via

email for committee review.

3) a color coded paragraph created by Mark Hetzel that illustrates commonalities among the various draft statements.

Attached is also a second document that was shared with the board in September that outlines the district mission, vision, and aspirations, along with the original three equity statements that were discussed with the Board in September.

**VII. DISCUSS UPDATE ON STUDENT BELONGING WORKSHOP**

The Administration will provide an update on the work related to planning a student forum/program at the high school this fall/winter.

**VIII. STUDENT LISTENING SESSIONS - FULL BOARD**

**IX. FUTURE MEETINGS**

**X. 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.”



# Waunakee

Community Cares Coalition

*Dedicated to Keeping Waunakee  
Healthy and Resilient*

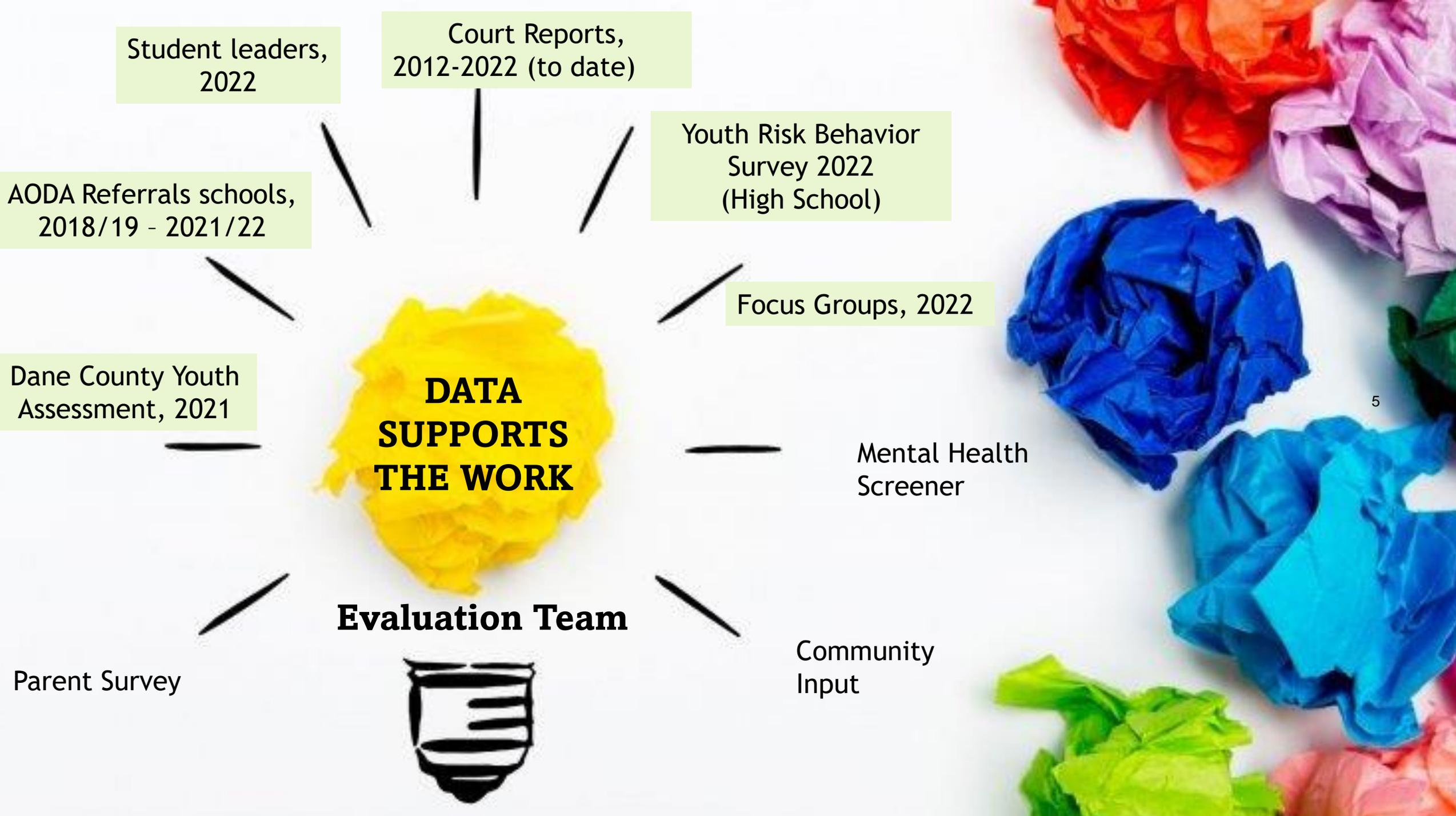
*Public Health Madison & Dane County, serving as the external evaluator,  
provides support for data collection, analysis, and visualization*



BE KIND  
BE HEALTHY  
BE RESILIENT

 **Waunakee**  
Community Cares Coalition  
**GRAND MARSHAL**

WISCONSIN  
FEARLSS





BE KIND  
BE HEALTHY  
BE RESILIENT

TOM  
Tom Garcia

BE KIND  
BE HEALTHY  
BE RESILIENT

BE KIND  
BE HEALTHY  
BE RESILIENT

BE KIND  
BE HEALTHY  
BE RESILIENT

JEREMIAH  
Jeremiah Alford

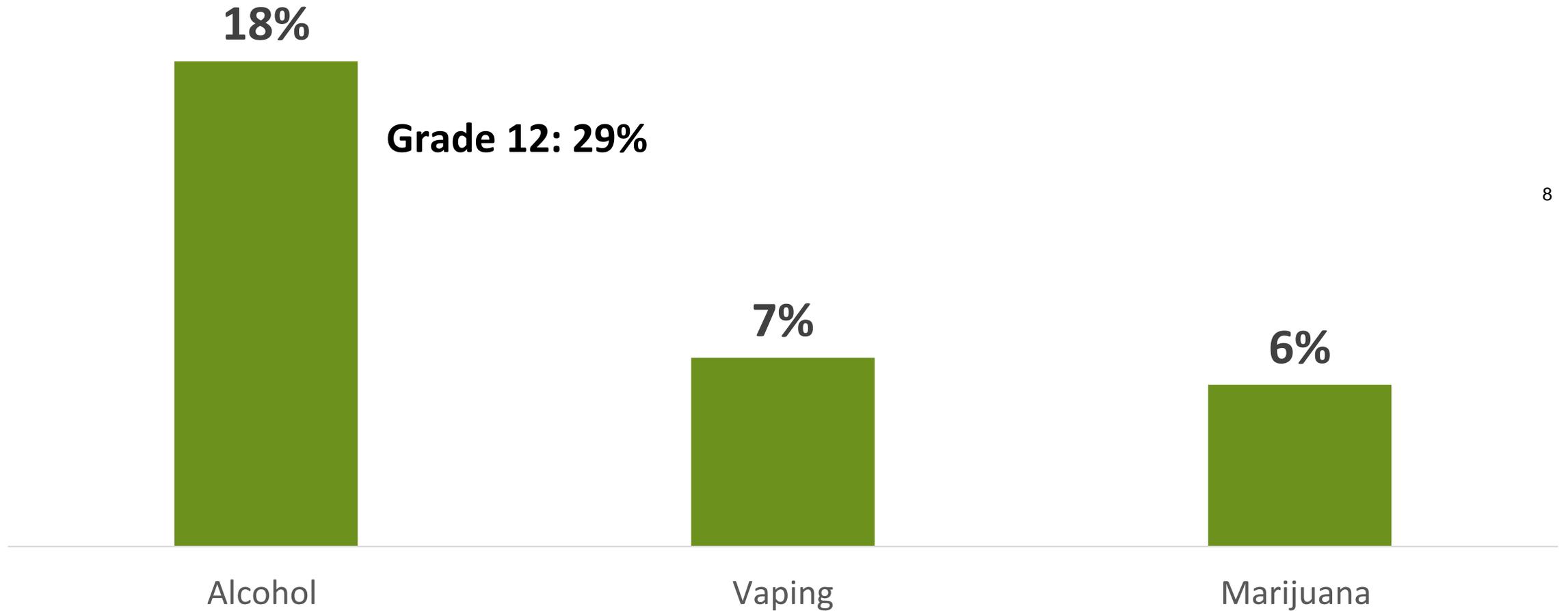
BE KIND  
BE HEALTHY  
BE RESILIENT

# Student Populations Experiencing Disparities

- ▶ 2021 / 22 Enrollment
  - ▶ Students of color total: 10%
  - ▶ Latinx: 5%
  - ▶ Asian: 2%
  - ▶ Black: 1%
  - ▶ Indigenous: <1%
  - ▶ More than one race: 3%
- ▶ 10% identified as LGBT (2022 YRBS, High School)

# Substances

Reported rates of alcohol use are higher than of vaping and marijuana



# Focus Groups - Alcohol

“...especially in Waunakee, there’s just a lot of people having a lot of alcohol at their house.”

“It’s every single weekend I guarantee there is something going on with somebody either getting drunk or high or a large group of people”

“...usually just wear a shirt that’s a little bit more revealing, and they’ll typically sell to you.” (convenience stories in Waunakee and nearby cities)

# Focus Groups & Youth Leaders- Vaping

“Pretty much everyone here vapes...”

“I know that people make Snapchat accounts so that they can just sell, but it’s anonymous enough where they won’t get caught.”

Vaping “parties” in school bathrooms

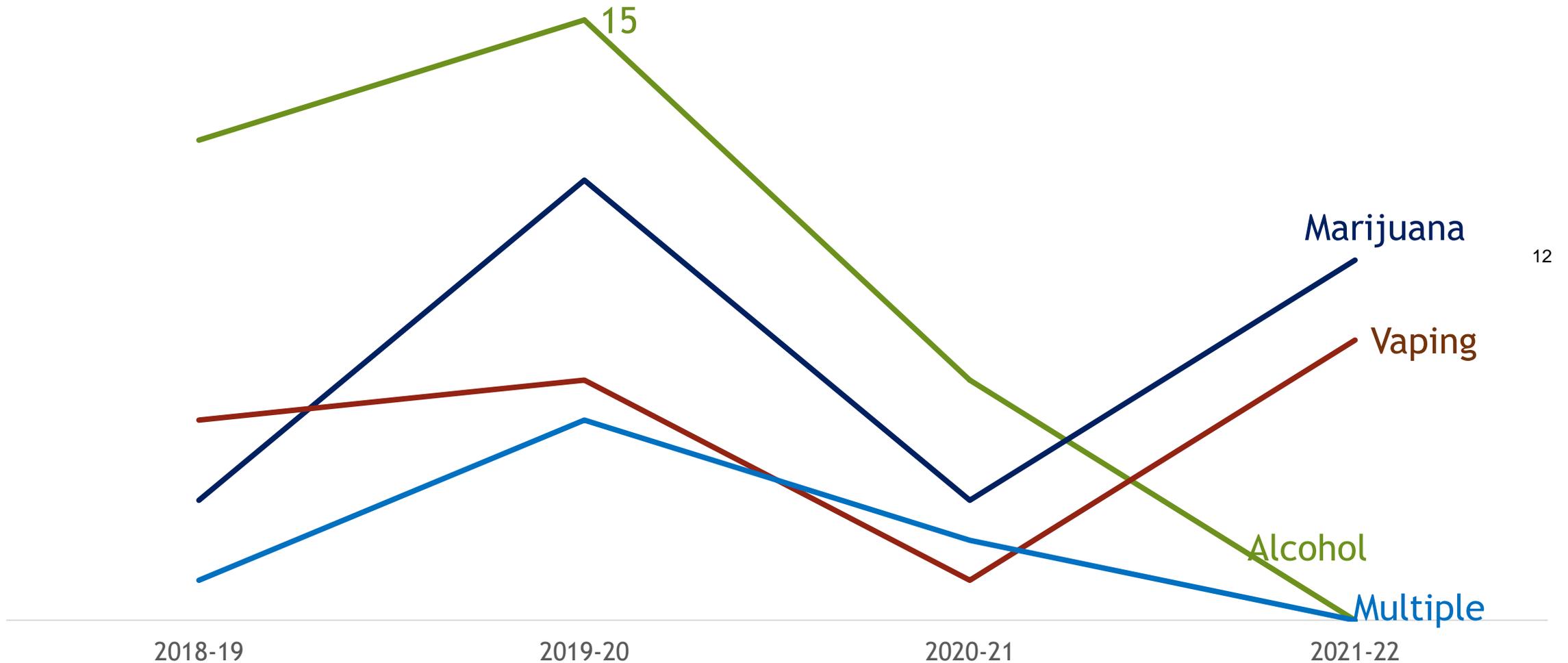
THC (including Delta 8) and nicotine

# Focus Groups - Use of Substances for Coping

“Everyone has a different type of thing that they do to cope, but it’s just normalized to do like drugs, alcohol, and all those things to help yourself cope“

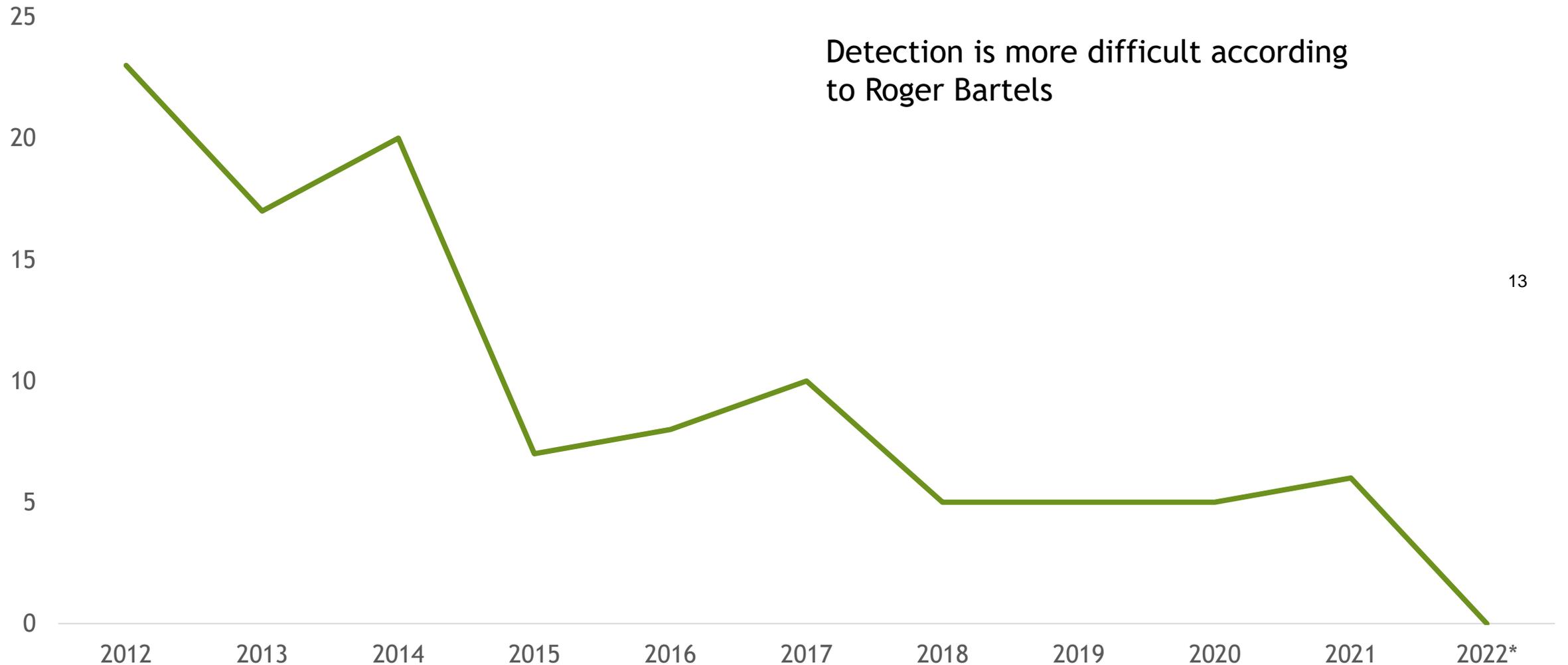
“It’s just offered as, hey, you can smoke weed and it will help you relax, and you’ll just forget about the world for a bit, and some people just need that, but they don’t know any other coping mechanisms.”

# Marijuana and Vaping referrals\* increased in 2021-22



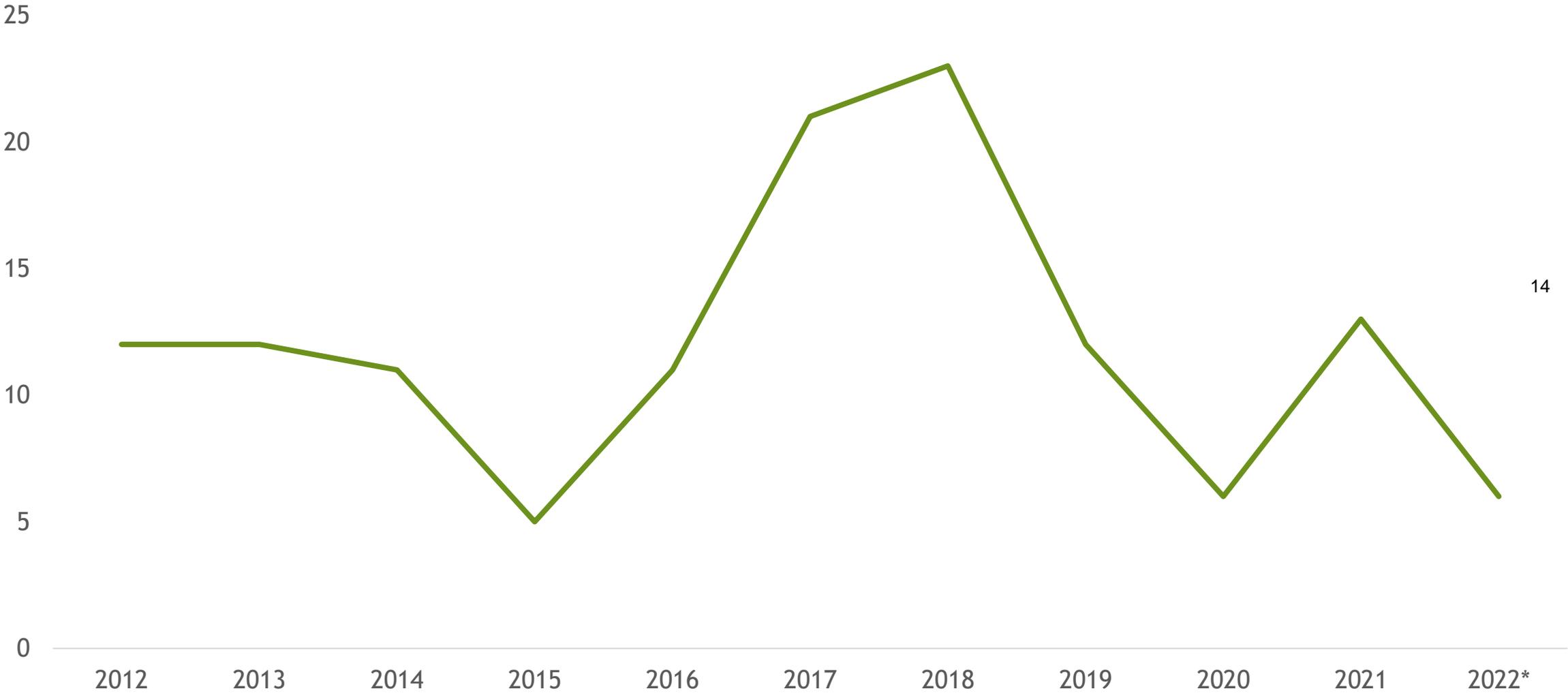
\* School district referrals

# UA age 17 and older (guilty) declined markedly 2012 - 2022



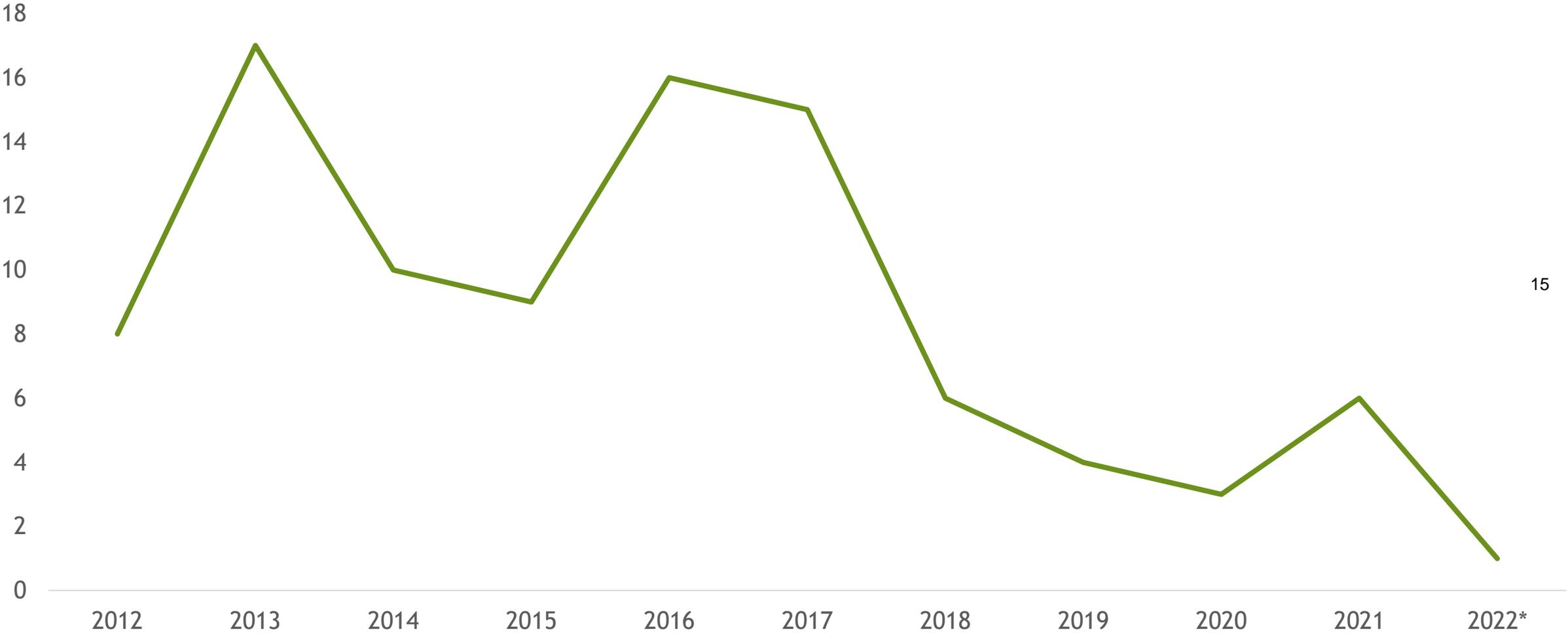
\* Court data

# Possession of THC, ages 17-25 (guilty) peaked in 2018



\* Court data

# Drug paraphernalia ages 17-25(guilty) declined from 2013 to 2022



\* Court data

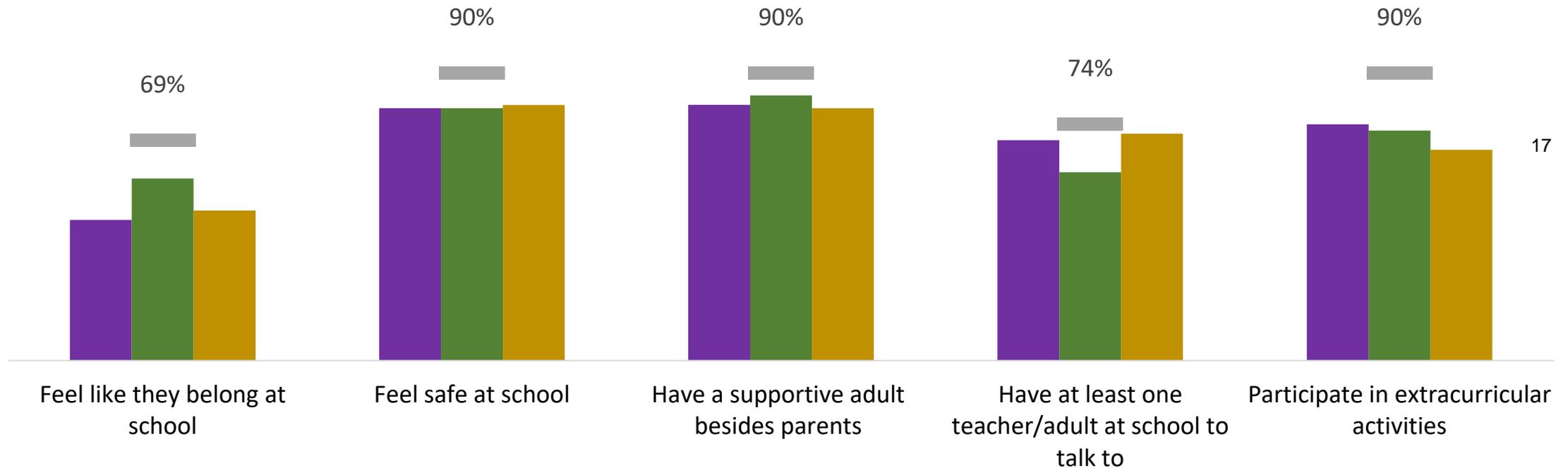
# Available Substances in Waunakee

- ▶ Delta 8
- ▶ Fentanyl- M30
- ▶ Meth
- ▶ Ecstasy



# Belonging

LGBT and students of color\* report lower rates of belonging and participation at school and support from adults



\* The number of Black respondents is too small to show rates

■ LGBT ■ Latinx ■ Asian — Average

# Focus Groups - LGBT Youth (GSAs)

“I know all of us have been bullied at some point. And some of us are still getting harassed.”

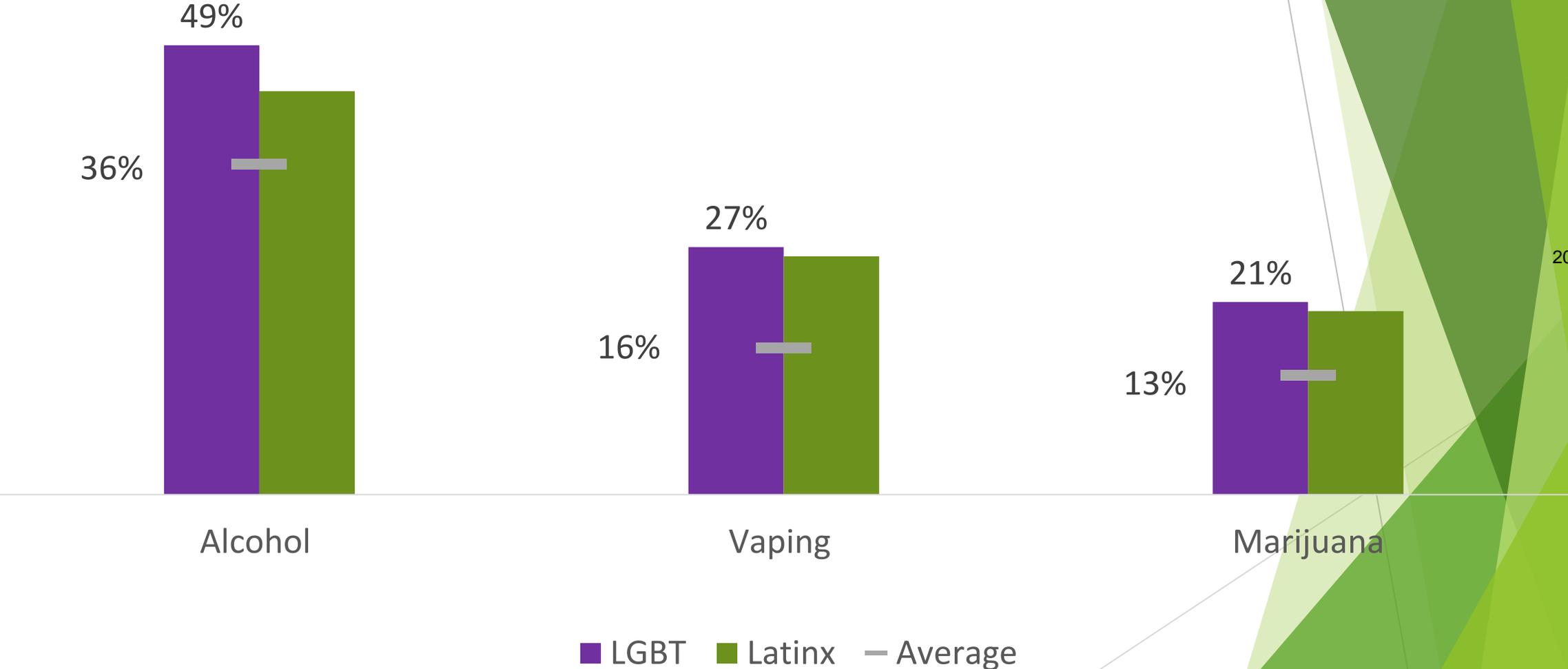
“...so, obviously, like being gay in Waunakee sucks, or being trans”

# Importance of Affinity Spaces (Black Student Union)

“I just like seeing other people that look like me, and I don’t know, like connecting with them. It makes me happier I feel like.”

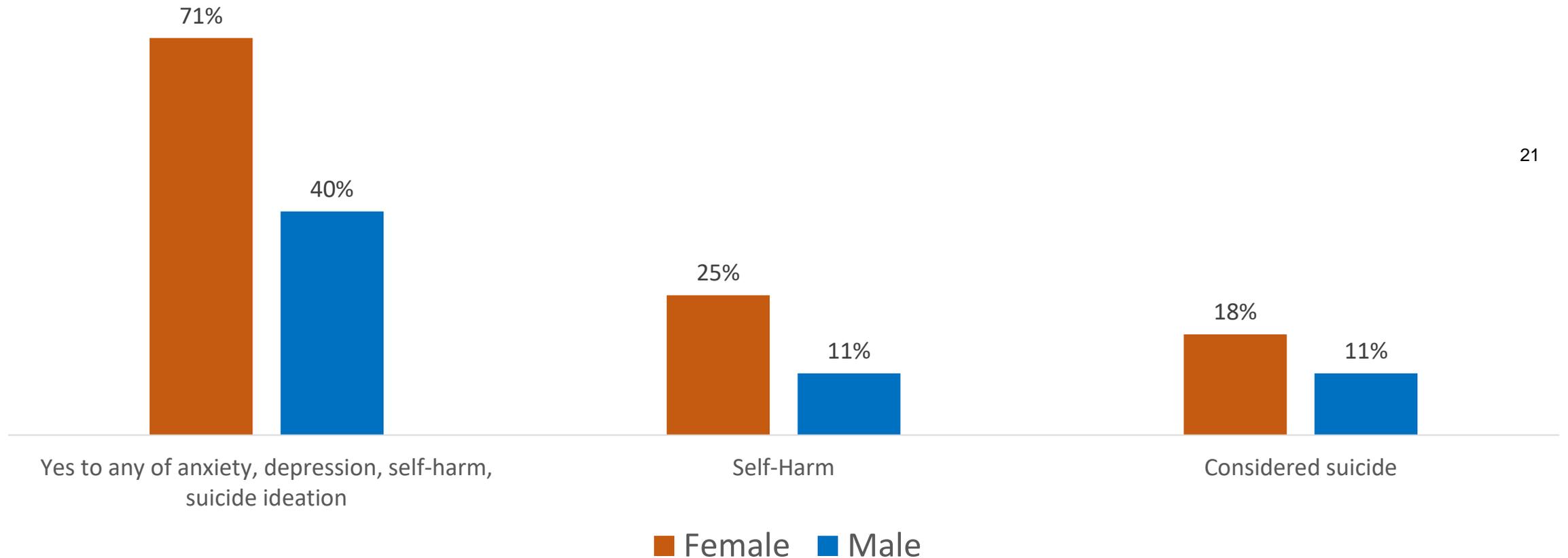
“...it feels like you can open up to people because there’s more chance that they might have gone through it, too, or just know how to deal with it.”

# LGBT and Latinx Students Report Higher Lifetime Use of Substances than Students Overall

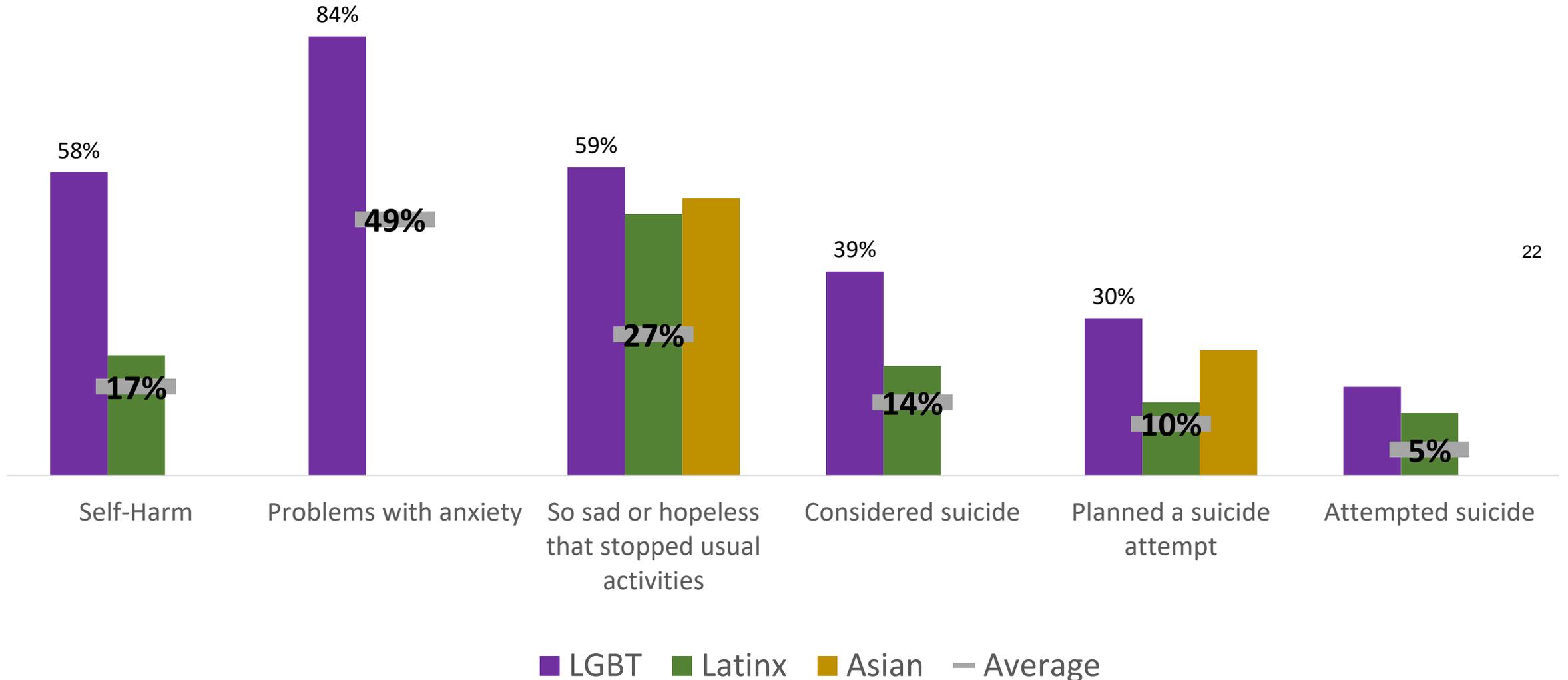


# Mental Health

Females experience mental health concerns at much higher rates than males



# LGBT, Latinx and Asian students report mental health concerns at much higher rates than average



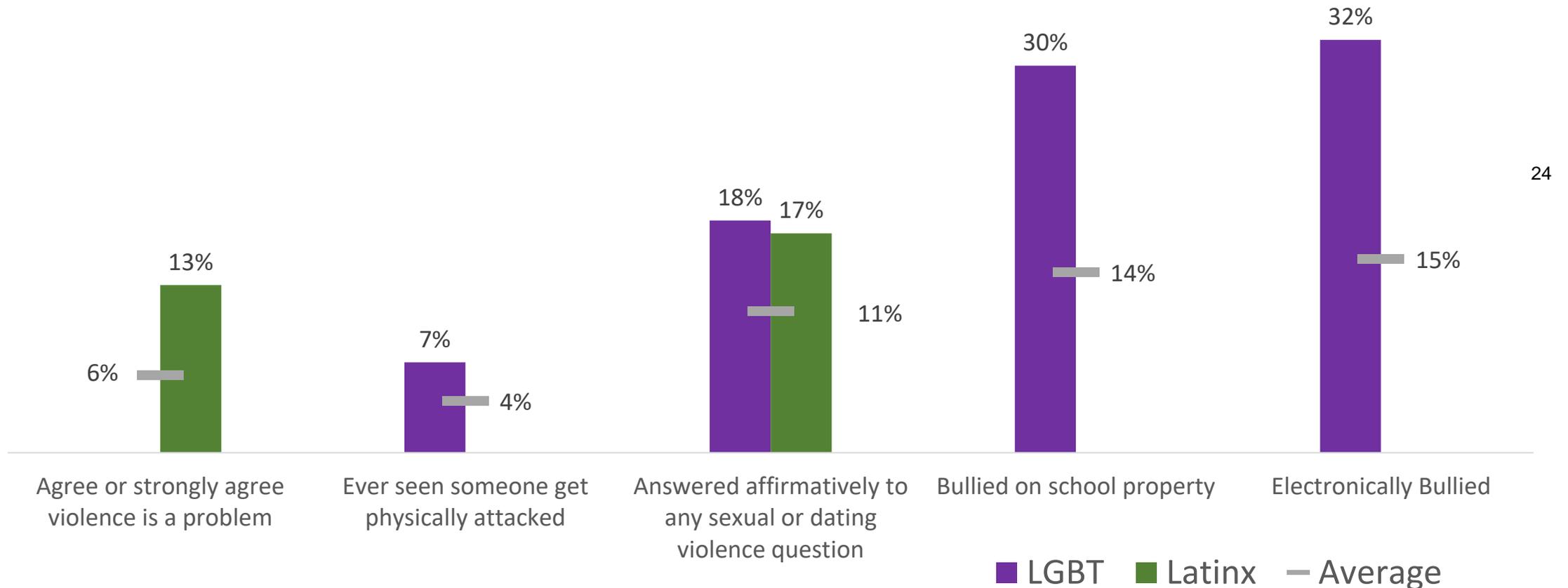
# Focus Groups - Latinx Youth (Soñadores)

“Hispanic kids have to mature faster... I never got help for my homework because my parents couldn't understand it. They never graduated high school or got a GED. So I always make sure to help my sisters out with their homework because I never got that opportunity, and I don't want them to miss out on it too.”

“When growing up, I always felt like I had to be just like- learn to be a little bit more mature because I always had to help my parents either translating, they didn't get something, or if they didn't understand, I had to do it myself and I had to help myself, like advocate for myself.”

# Violence

LGBT and Latinx students experience violence at higher rates than students overall



# Other Concerning Data in 2022

- ▶ Sleep and phones: Heavy recreational phone usage late night 77%
- ▶ Text and drive (grade 12) – 66%
- ▶ Access to a gun – males 24%
- ▶ Struggle with homework – too tired – 60%
- ▶ 18% still not feeling connected to an adult in school



**95% of female and male population agree working together can bring about change**

# Questions to Ponder

- ▶ Initial thoughts on data shared
- ▶ How do we share this information and with which stakeholders?
- ▶ How can this data guide our work?

# How Can the WCCC Help?

Lots of RESOURCES

Share information at Booster Club Meetings, Parent Meetings, Code of Conduct Meetings, etc.

Connecting our Youth through leadership training, assemblies at the Intermediate/MS/HS, Youth Coalition

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Connection to community members that are dedicated to wellness, health, and resiliency

Working with our business community - festivals safe and access limited, vape shops - lock bags, liquor licence at Hockey Events

# Our WCCC Brand/Legacy

- ▶ *We are HEALTHY.*
- ▶
- ▶ *We are RESILIENT.*
  
- ▶ **WE ARE WAUNAKEE.**



## Waunakee Community School District Equity Statement

The Waunakee Community School District embraces the differences among our students, staff, and families. We are committed to preparing all of our students to thrive academically, socially, and emotionally in an ever changing multicultural society by creating a culture of dialogue, acceptance, and inclusion. We will strive to provide the necessary resources, instruction and opportunities for all of our students to reach their full potential in the classroom and beyond.

### Waunakee Idea Suggested Wording for WCSD Equity Statement

The Waunakee Community School District embraces the differences among our students, staff, and families. We work to provide a safe environment with access to resources, opportunities, and instruction for all students to reach their full potential in the classroom and beyond. We strive to create a culture of dialogue, acceptance, and inclusion. We are committed to engaging all students so that they may thrive academically, socially, and emotionally in an ever-changing multicultural society

Similarities: Red to Brian's original phrasing  
Green, Mark's phrasing  
Purple: Idea added phrasing

The WCSD embraces the differences among our students, staff, and families. We work to provide a safe environment with access to resources, opportunities, and instruction for all students to reach their full potential in the classroom and beyond. We strive to create a culture of dialogue, acceptance, and inclusion. We are committed to engaging all students so that they may thrive academically, socially, and emotionally in an ever-changing multicultural society

## **MISSION STATEMENT**

“Committed to Children...Committed to Community...Committed to Excellence”

## **VISION STATEMENT**

The Waunakee Community School District is a collaborative learning community that works with students, staff, families, and the community to ensure that every student is ready for college and career; through a focus on data, research based best practices, and engagement with students to be active partners in their learning.

## **VISIONARY ASPIRATIONS**

The Waunakee Community School District is a collaborative team of students, staff, families, and the community that:

- Establishes excellence in all facets of their work.
- Celebrates both student growth and attainment.
- Sustains learning environments that are challenging and attentive to the diverse learning needs of every student
- Teaches students to embrace-ethics, values, and character.
- Promotes student engagement and belief in their own learning.
- Respects cultural and global perspectives.
- Engages and builds positive relationships with students.
- Cultivates critical and creative thinkers, and nurtures collective inquiry.
- Institutes a challenging curriculum, and prepares students for their future.
- Fosters a safe environment for the educational, emotional and physical needs of all.
- Provides and supports staff development and opportunities for professional growth.
- Allocates resources in concert with the district’s vision.

## **Equity Statement Options/Examples**

### **Option 1:**

The Waunakee Community School District embraces the differences among our students, faculty, staff and families. We believe that by creating a culture of dialogue, acceptance, and inclusion, we can prepare our students to thrive academically, socially, and emotionally in this ever changing multicultural Society.

### **Option 2:**

The Waunakee Community School District embraces the differences among our students, faculty, staff and families. We believe that by creating a culture of dialogue, acceptance, and inclusion, and providing all students access to the necessary resources, instruction, and opportunities, we can prepare our students to thrive academically, socially, and emotionally in this ever changing multicultural Society.

### **Option 3:**

The Waunakee Community School District embraces the differences among our students, faculty, staff, and families. We are committed to preparing our students to thrive academically, socially and emotionally in this ever changing multicultural society by creating a culture of dialogue, acceptance, and inclusion, and striving to provide all students access to the necessary resources, instructions, and opportunities for participation in school programs to assist them to be successful in the classroom and beyond.