

**Equity Audit Findings  
Overview**

**Westwood School  
Committee**

*February 9, 2023*



## WPS Equity Audit Update

### Purpose

Why did WPS complete an equity audit?

### Process

What steps were taken and who was involved?

### Big Ideas

What did we learn from the audit results?

### Follow Up

What will we do next month, next year, and beyond?

## **Purpose**

*Why did WPS complete an Equity Audit?*

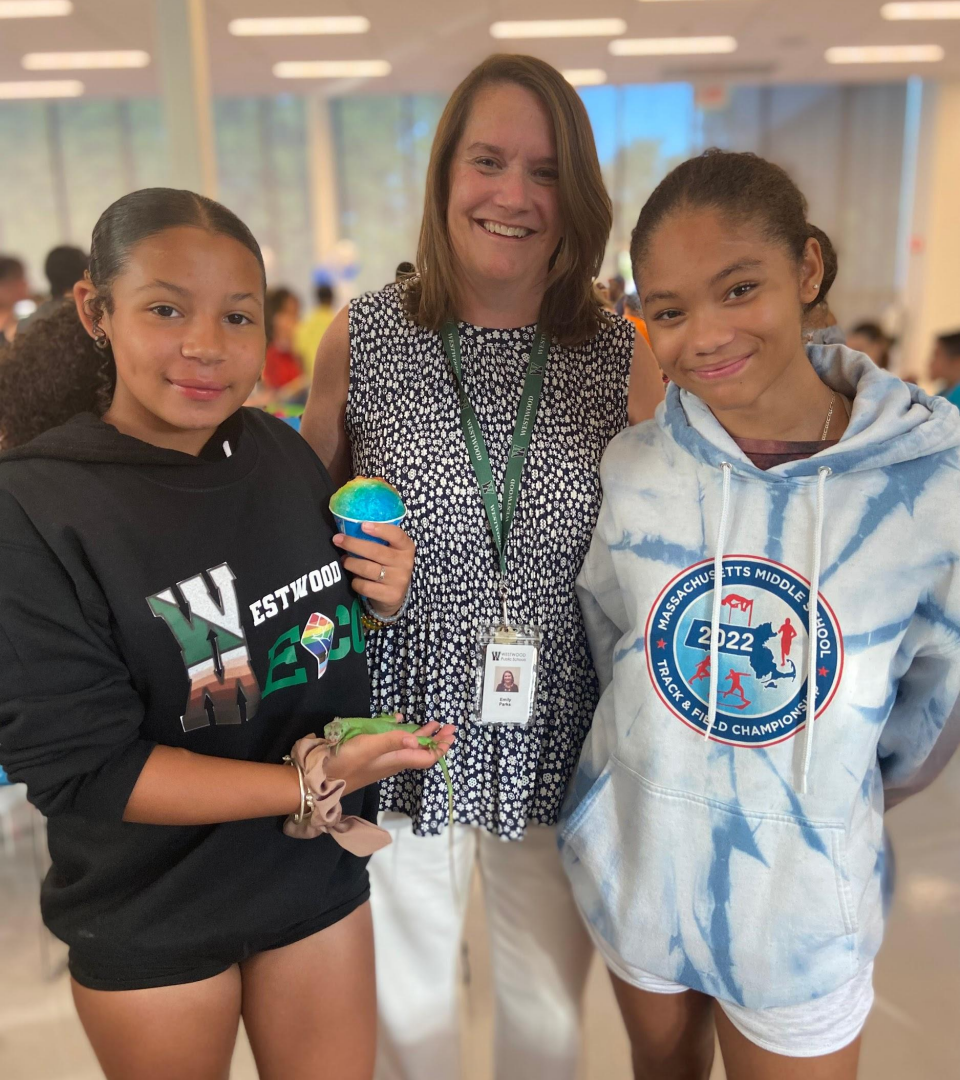


## Educational Equity: A Definition

Educational equity = **fairness** or **giving every student what they need**

*Since students bring different strengths, experiences, and challenges into our classrooms, an equity focus helps us be thoughtful about providing a range of supports, opportunities, and resources to make sure we don't leave any student behind.*

-from WPS Equity, Integration and Community Partnerships web page



## Why conduct an equity audit?

*Schools that are committed to equity **examine data** to assess the degree to which they are achieving equitable outcomes.*

-from WPS Equity, Integration and Community Partnerships web page

Provide outside perspective on WPS strengths and weaknesses (similar to other audits).

Provide strategic focus:

- Prioritize high impact goals and actions
- Build our capacity to serve more students and families better over time

## **Process**

*What steps were taken and who was involved?*



## Lead Up

### RFP

Developed a WPS-specific RFP.

### PCG Selection

Factored in affordability, proposal strength, and timeline constraints.

### Vendor Review

Team met virtually with consultants, rated proposals.

### Initial Planning

Worked with PCG on proposed work timeline and plan.



## Audit Timeline

<b>June 2022</b>	Timeline planning, data and document requests
<b>July 2022</b>	Initial data collection and leadership survey
<b>August 2022</b>	Stakeholder interviews
<b>September 2022</b>	Survey of staff, students families
<b>October 2022</b>	Focus groups
<b>January 2023</b>	Sharing of analysis, initial draft report
<b>February 2023</b>	Release of Executive Summary and Final Report



## **Big Ideas**

*What did we learn from the audit?*



## STRENGTHS TO BUILD ON

- Students feel supported academically and have “go-to” staff
- Programs and groups geared toward promoting student sense of belonging
- Families feeling welcome and noticing recent efforts related to DEIB
- Commitment to pursuing equity
  - Creation of leadership position
  - Equity audit
- Human resources practices
  - Changes in recruiting and hiring practices
  - Training for hiring heads
  - Participation in broader initiatives
  - Staff affinity groups
- Professional development



## OPPORTUNITIES TO IMPROVE

- Students and staff notice and experience instances of bias as well as racism, homophobia and other forms of discrimination at school
- Vision for equity work in WPS is not widely understood
- Educator skills and confidence for engaging in equity work vary widely
- Staff diversity is not reflective of student diversity
- Currently no department or dedicated leadership position to support H/R work
- Equity considerations not included consistently as a factor in policy and day-to-day decisions

## Priority Recommendations

1. Create an **Equity Communication Plan** to develop key messages around equity to share both internally and externally.
2. Select and implement an **Equity Decision-Making Framework** for all decisions made within WPS.
3. Develop an **Equity Data Collection, Tracking, and Reporting Plan**.
4. Hire a **Director of Human Resources** with an explicit focus on equity and workforce diversity.
5. Create an **Equity-Aligned Professional Learning Plan** to ensure equity and culturally responsive practices are embedded in every professional learning opportunity in the district.

## **Follow Up**

*What will we do this year, next year, and within the next 3-5 years?*



## IMMEDIATE NEXT STEPS

**Publish EICP web pages**

**Get audit information out**

Copies of the Equity Audit Executive Summary and FULL Report will be posted on our website.

The audit findings will be shared within the district:

School and district leadership

Equity leaders

Faculty and staff

Community coffees hosted by district leaders for parents and caregivers - questions, ideas, worries

**ID focus areas and plan a detailed timeline for implementation**

Equity leaders, Director of EICP, other district and school leaders



## NEXT YEAR: CRITICAL ROLES

**Equity Leader and Director** - share timeline and specific action steps, monitor progress

**District and School Leaders** - develop programmatic changes and budget recommendations to support priorities; communicate consistently and clearly to connect these to the vision for educational equity

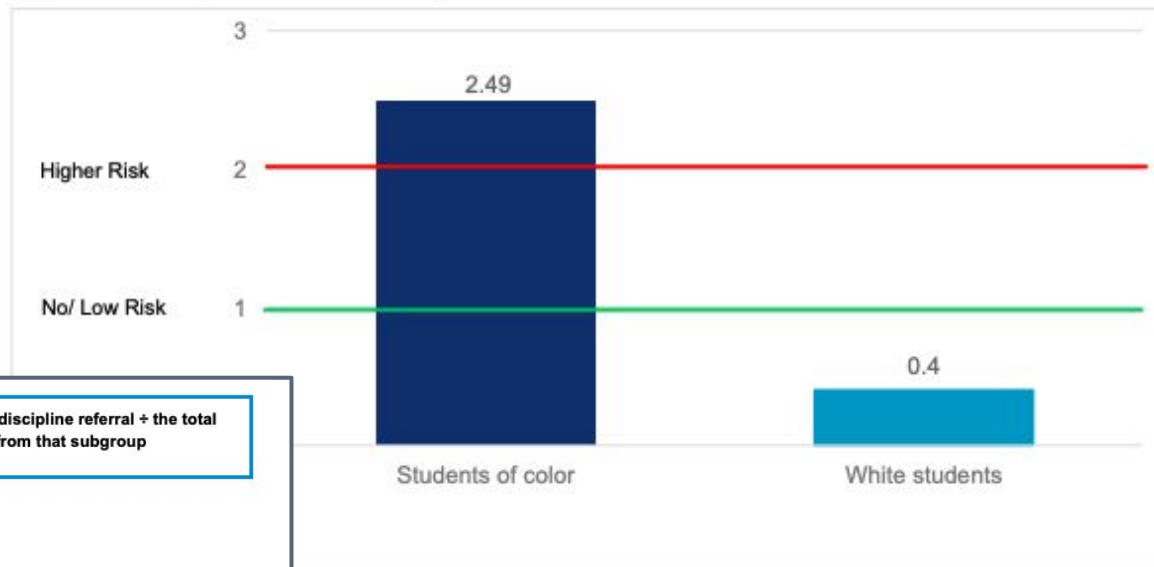
**School Committee** - re-examine WPS policies, prior to adoption, with focus on equity

**PTO Leaders** - promote broad community engagement in equity efforts, provide feedback about communication and programmatic efforts

**Student Leaders** - provide feedback about student experience and promote school-based programming to support belonging

# FOCUS AREA: DISPROPORTIONALITY IN STUDENT DISCIPLINE

Figure 47. Discipline Referral Risk by Race: 2021-22



Risk Ratio =

Number of students from a subgroup with a discipline referral ÷ the total number of students in the data set from that subgroup



Total number of students with discipline referrals excluding the same subgroup ÷ total number of students in the data set excluding the subgroup



# **FOCUS AREA:**

## DISPROPORTIONALITY IN STUDENT DISCIPLINE

### **Equity Data Collection, Tracking, and Reporting**

Use audit data as starting point. Continue to track data during the year. Analyze and review impact of process and policy changes.

### **Equity-Aligned Professional Learning**

Provide universal, high quality PD: practices in promoting positive student behavior and responding effectively to unexpected behavior.

### **Equity Decision-Making**

Ensure that district and school policies around student discipline are designed to promote equitable outcomes.

### **Equity Communication**

Reach out to caregivers and other community members about changes in policies and alignment to district's equity vision.

## Priority Recommendations: 3 - 5 Year Commitment

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4. Hire a **Director of Human Resources** with an explicit focus on equity and workforce diversity.
5. Create an **Equity-Aligned Professional Learning Plan** to ensure equity and culturally responsive practices are embedded in every professional learning opportunity in the district.

A photograph of a graduation ceremony. Graduates are seated in rows of white plastic chairs, viewed from behind. They are wearing green academic regalia, including square caps with tassels and gowns with white stoles. The scene is outdoors under a clear blue sky with some light clouds. A tall stadium light pole is visible in the background. The text "Thank you!" is overlaid in white, bold font in the center of the image.

**Thank you!**