

**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?

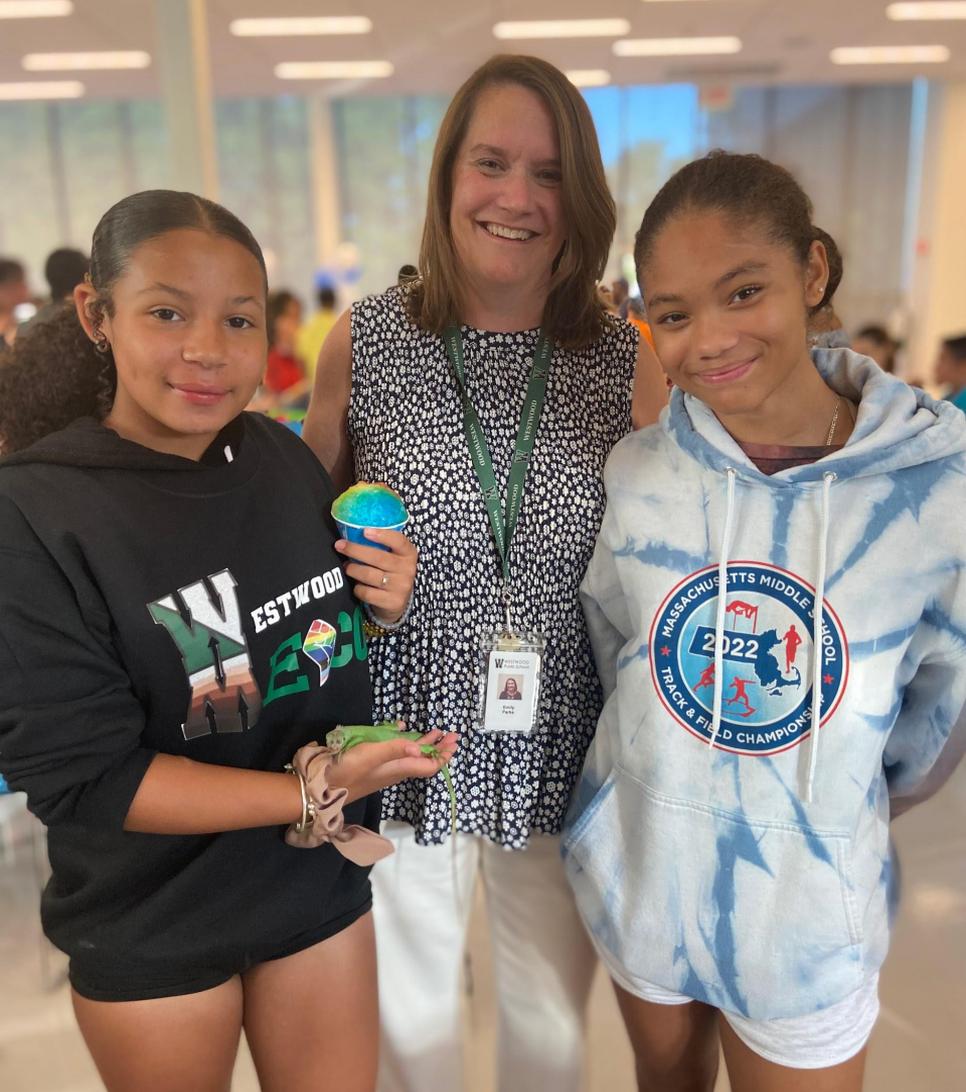


Educational Equity: A Definition

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

June 2022	Timeline planning, data and document requests
July 2022	Initial data collection and leadership survey
August 2022	Stakeholder interviews
September 2022	Survey of staff, students families
October 2022	Focus groups
January 2023	Sharing of analysis, initial draft report
February 2023	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

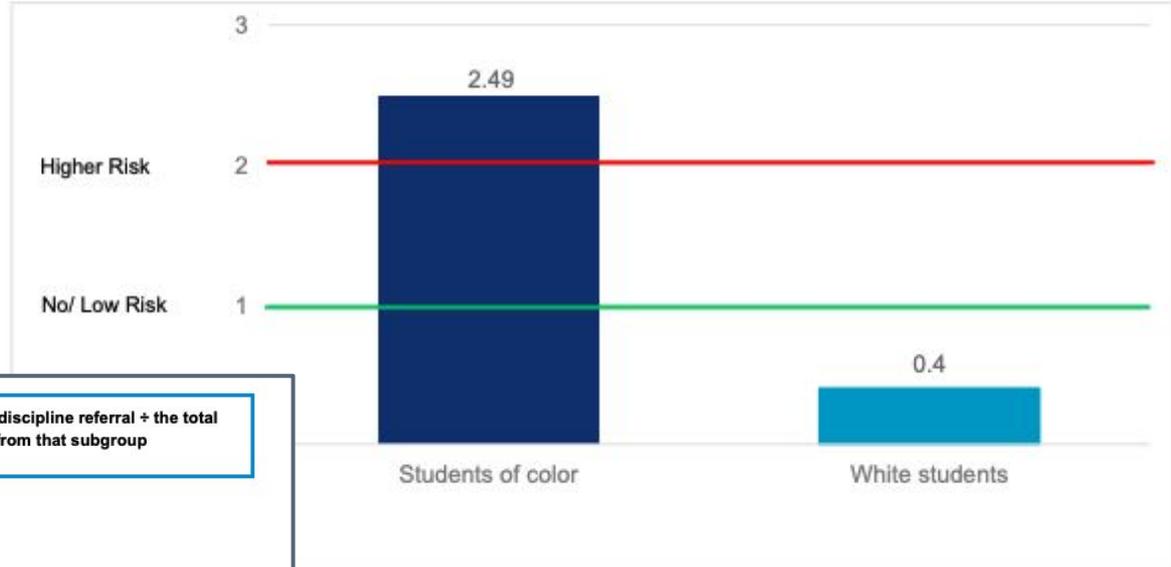
School Committee - re-examine WPS policies, prior to adoption, with focus on equity

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

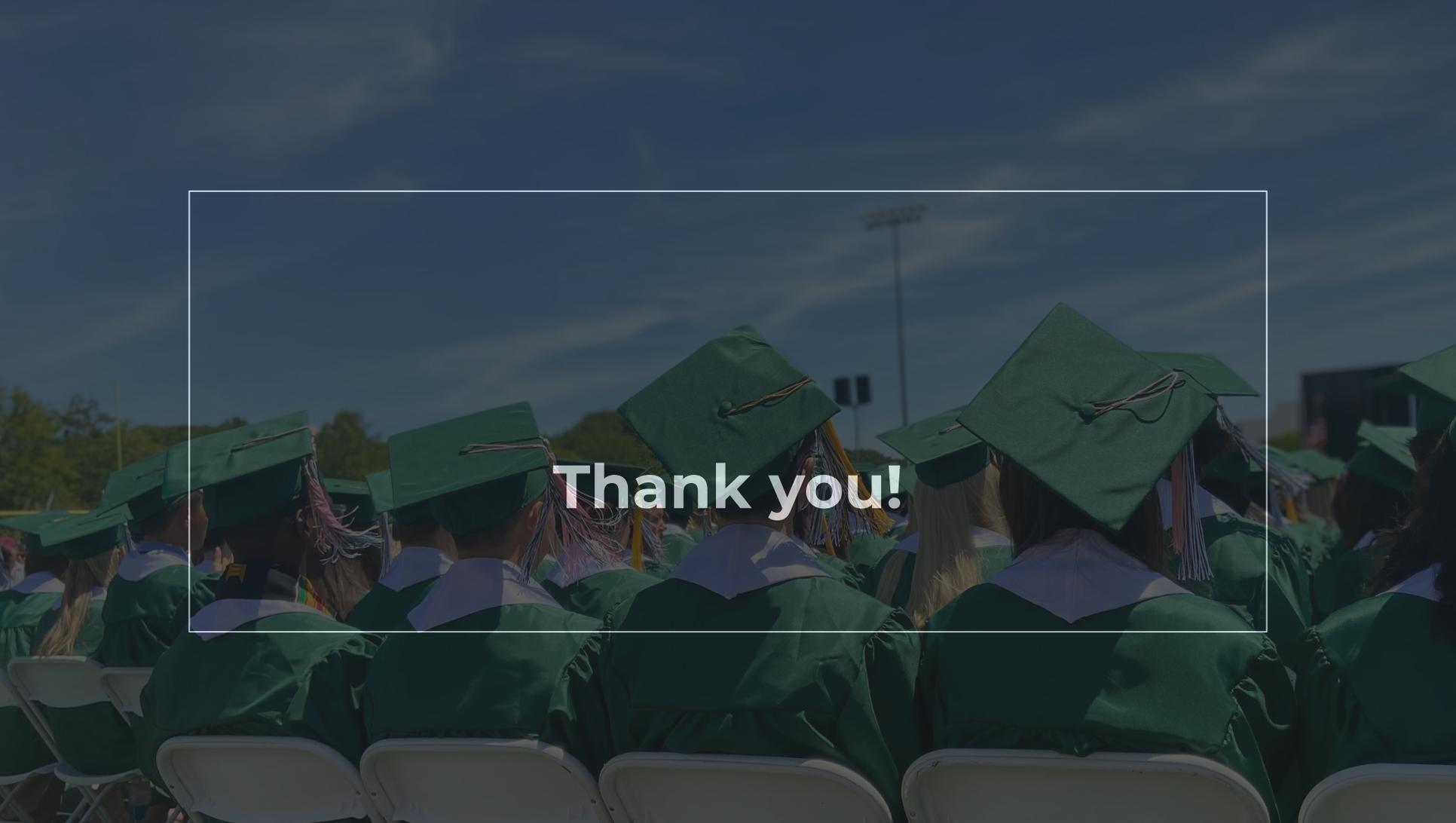
Ensure that district and school policies around student discipline are designed to promote equitable outcomes.

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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A photograph of a graduation ceremony. In the foreground, several graduates are seated in white plastic chairs, viewed from behind. They are wearing green academic gowns with white stoles and green mortarboard caps with tassels. The graduates are arranged in rows, extending into the background. The setting is outdoors under a clear blue sky with some light clouds. A tall stadium light pole is visible in the distance. The overall scene is a typical graduation ceremony.

Thank you!