

ECASD EQUITY STEERING COMMITTEE INFORMATIONAL SESSION

July 14, 2021

AGENDA

- **Why?**--Introduction and Purpose
- **Here's What**—Our Story
- **So What?**--Reflection & Learning
- **Now What?**--Equity Steering Committee
- **Exit Slip**



INTRODUCTION AND PURPOSE



TONIGHT'S OBJECTIVES

- Gain an awareness of the history of systemic inequities in Wisconsin and ECASD and how that has led us to where we are now.
- Know the next steps in our district's equity work and the role the Equity Steering Committee will have.



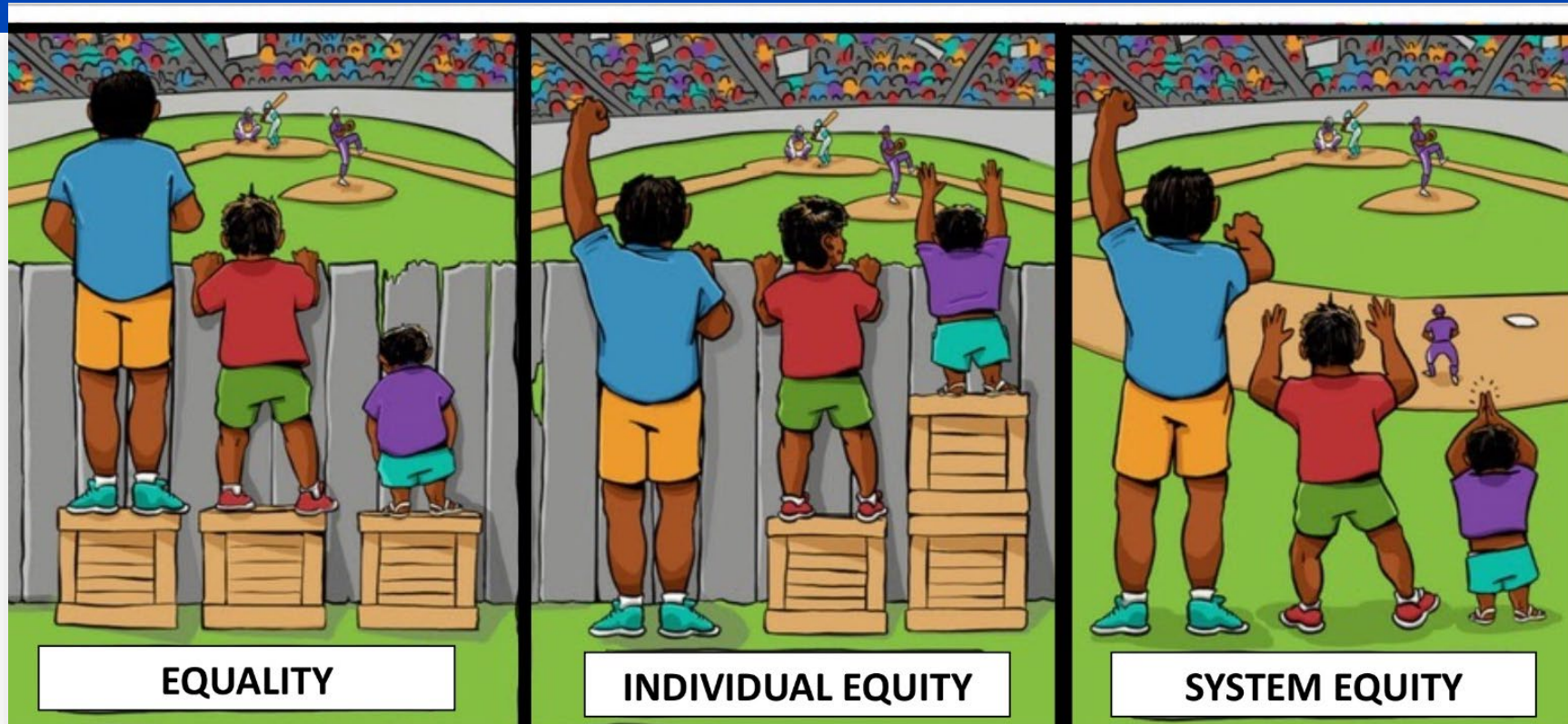
WE WILL SHARE...

- **WHY** we need an equity steering committee.
- **WHAT** the committee will do.
- **HOW** you can become part of it.

OUR STORY



EQUITY AT A SYSTEM LEVEL



Educational Equity means that **every** student has access to the educational resources and rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, sexual orientation, family background and/ or family income (Aspen Institute & CCSSO, 2017, pg. 3).

....BUT EAU CLAIRE IS A GREAT PLACE TO LIVE!

White students score higher than students of other races, but how does Wisconsin compare with other states?

How many states perform better than Wisconsin when it comes to these gaps?

SYSTEMIC INEQUITIES IN WISCONSIN

(Madison, WI) June 29, 2021 — For years, the state of **Wisconsin has struggled to address the achievement gap between white and black students**, which, according to The National Assessment of Education Progress (NAEP), **is the worst in the nation.**

[The Nation's Report Card | NAEP \(ed.gov\)](https://ed.gov)



SYSTEMIC INEQUITIES IN WISCONSIN

(Madison, WI) June 29, 2021 – The state of **Wisconsin** has released the **achievement** and **black students**, which the Wisconsin Assessment of Student Progress (WASP), is the

Fact Check: The Nation's Report Card
NAEP (ed.gov)

[The Nation's Report Card | NAEP \(ed.gov\)](#)

SYSTEMIC INEQUITIES IN WISCONSIN

A [report](#) from the Civil Rights Project at the University of California-Los Angeles found that **Wisconsin tops the nation in suspension rates**, disciplining 34 percent of black high school students.

The state has a 4 percent suspension rate for white students — the **largest black-white discipline gap of all 50 states** at the high school level, according to the report.

Wisconsin's suspension rate for black **elementary students is the second-highest** at 12 percent, the report found.

SYSTEMIC INEQUITIES IN WISCONSIN

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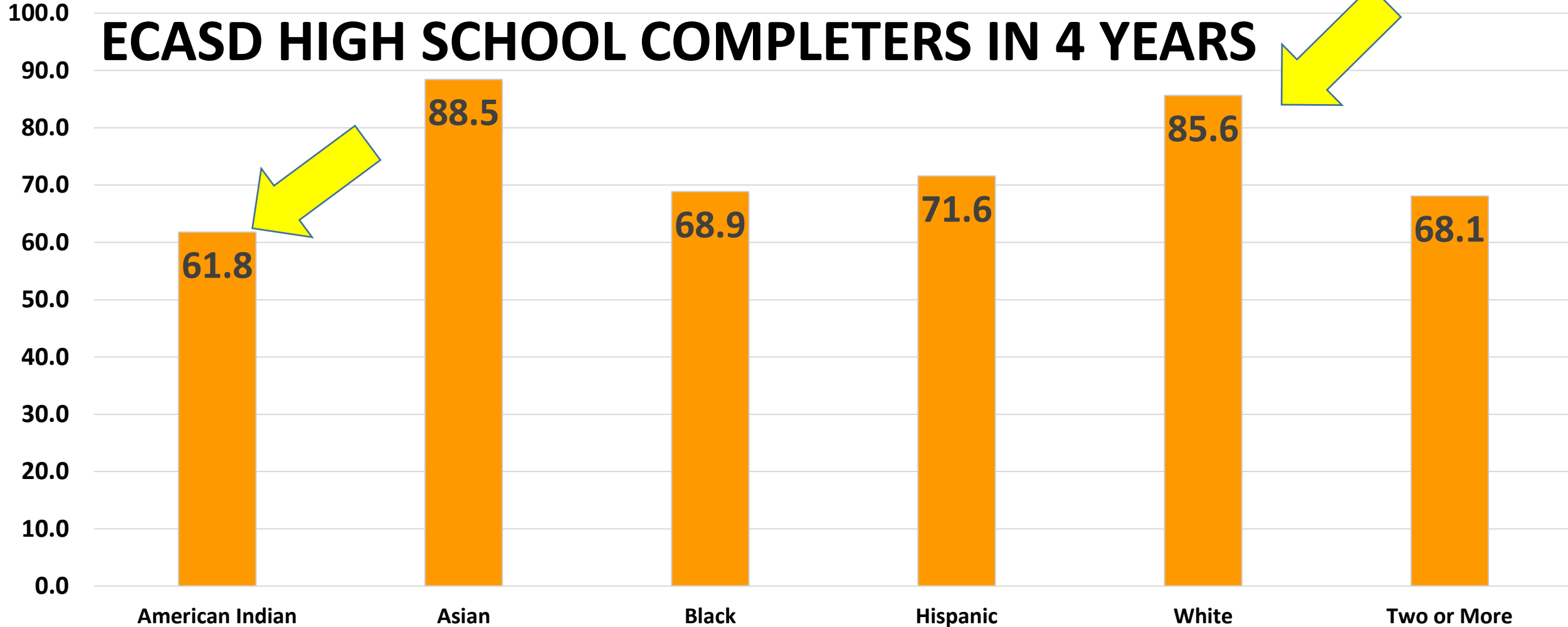
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But Eau Claire is different....Right?

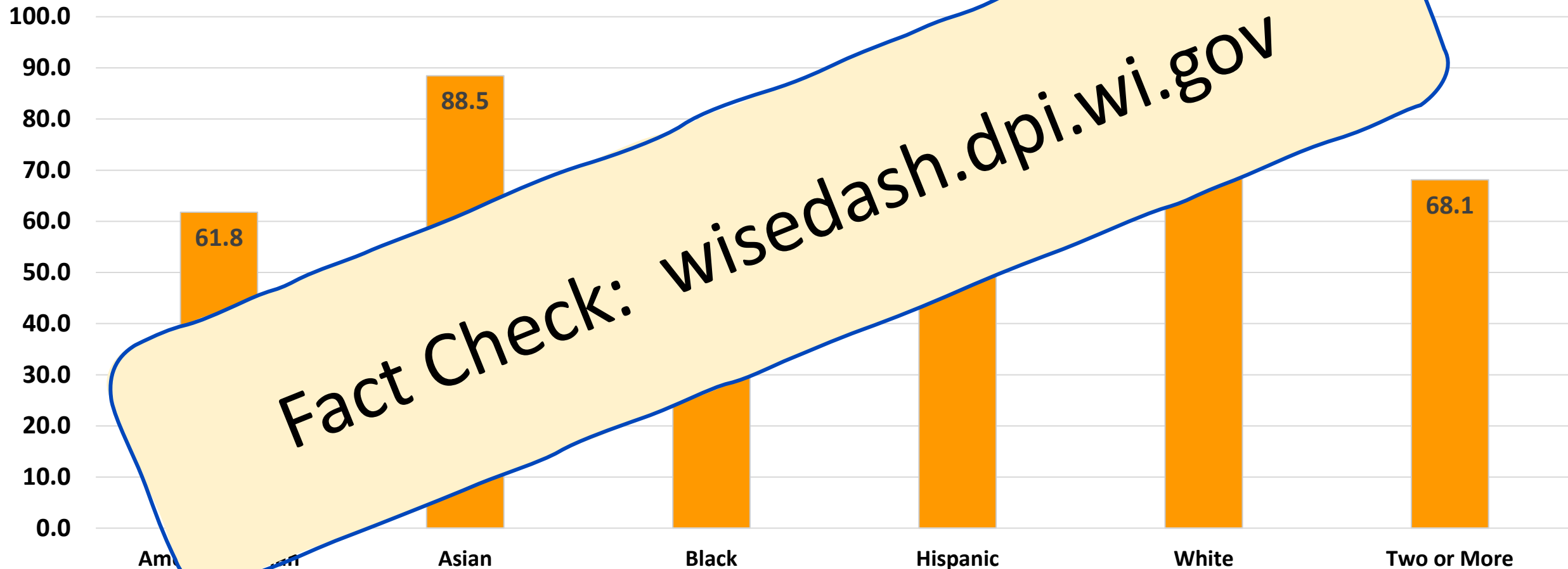
SYSTEMIC INEQUITIES IN EAU CLAIRE

ECASD HIGH SCHOOL COMPLETERS IN 4 YEARS

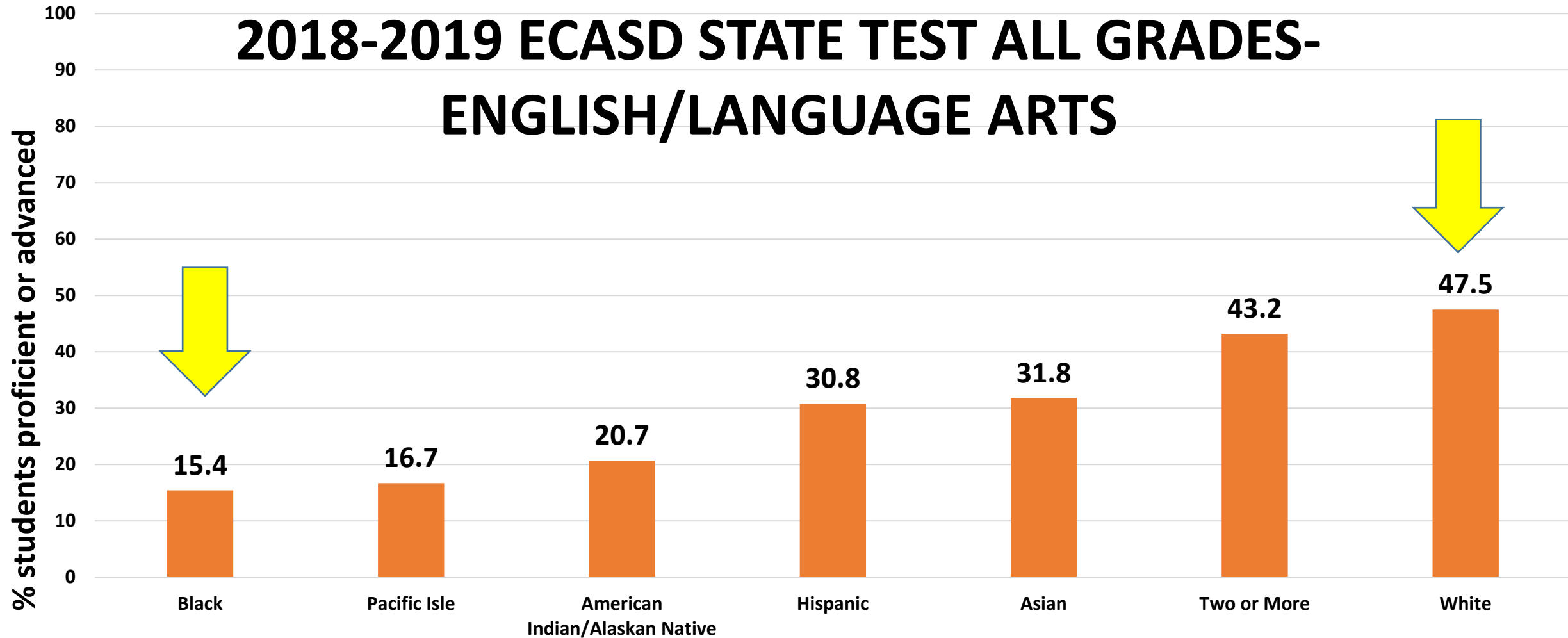


SYSTEMIC INEQUITIES IN EAU CLAIRE

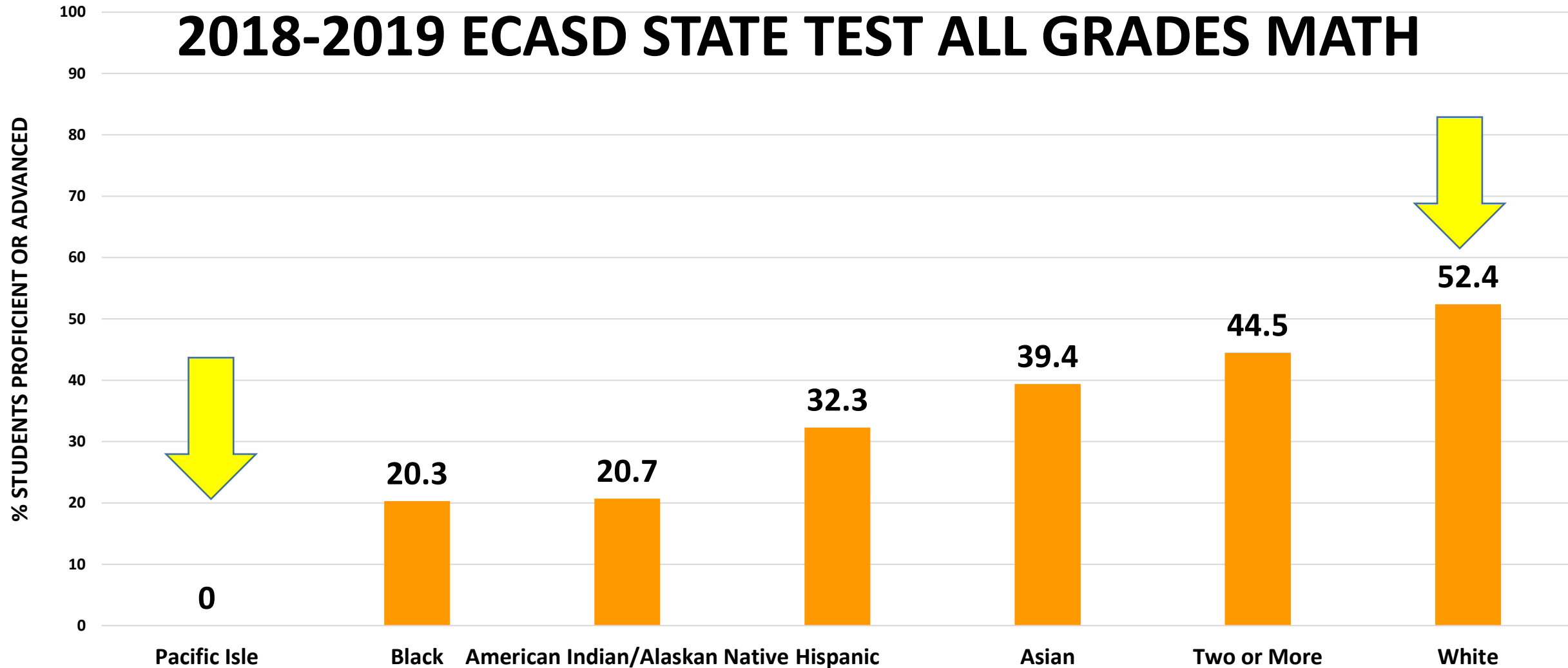
ECASD High School Completers in 4 years or less



SYSTEMIC INEQUITIES IN ECASD

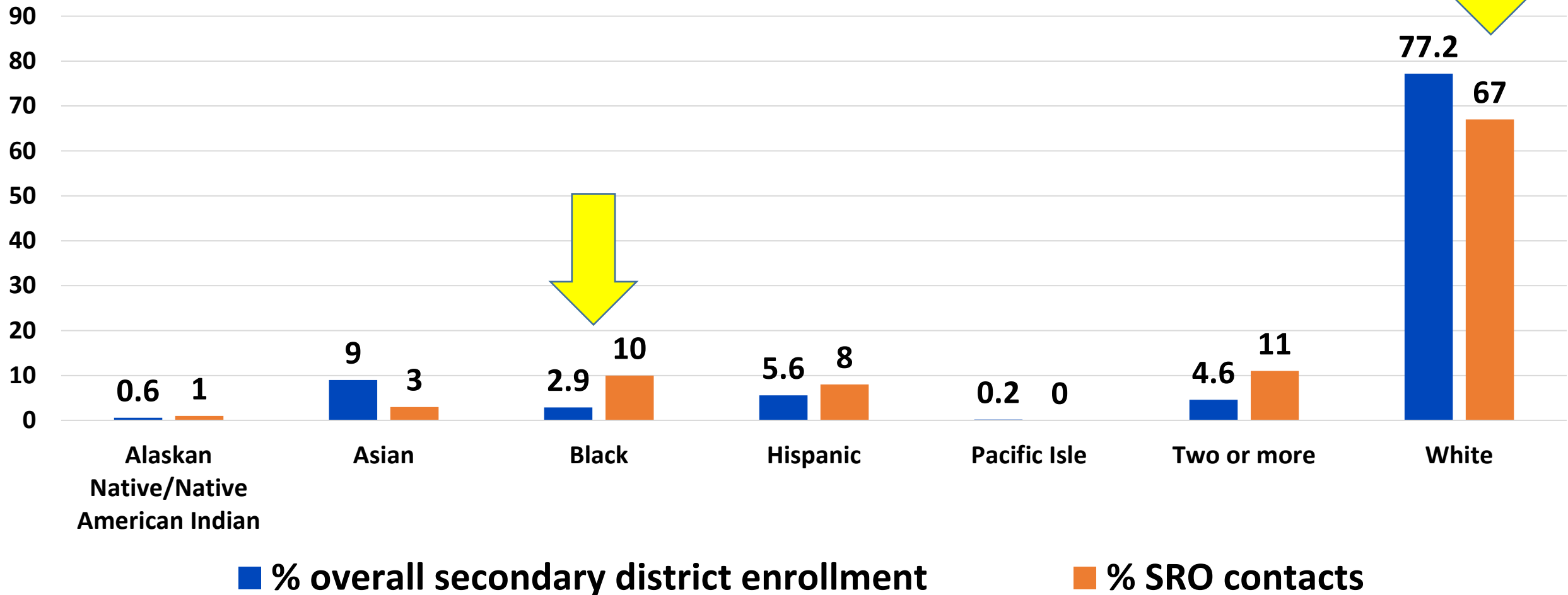


SYSTEMIC INEQUITIES IN ECASD



SYSTEMIC INEQUITIES IN ECASD

2019-2020 Middle & High School SRO Contacts



WISCONSIN DPI TAKES NOTE

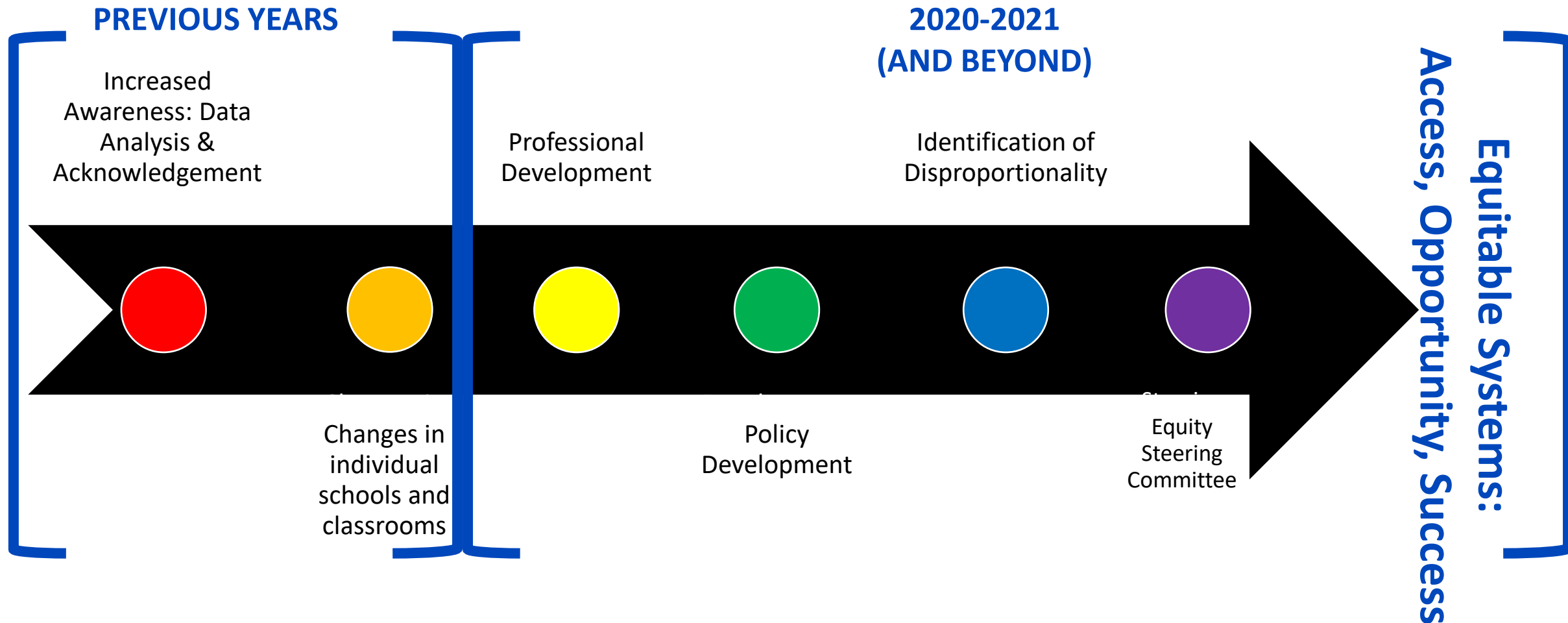
ECASD continues to have a disproportionate over-representation in three areas in Special Education

- Disproportionate over-representation of **two or more races of students having an Emotional Behavioral Disability**
- Disproportionate over-representation of **Black or African American students as having a Specific Learning Disability**
- Disproportionate over-representation of **disciplinary removals of students in special education that are two or more races**

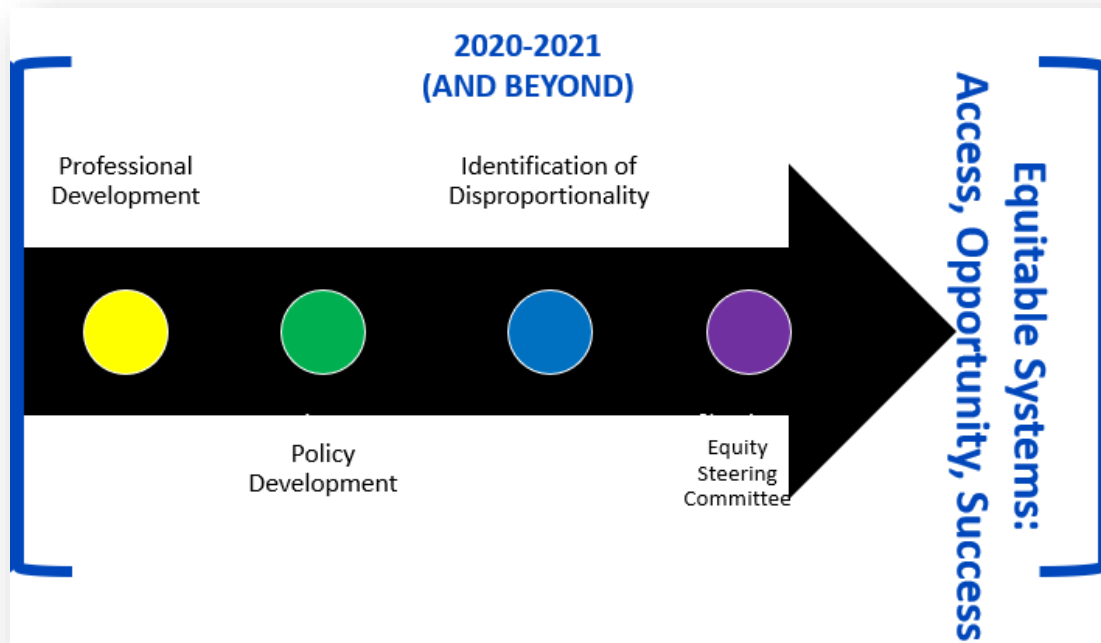
SO WHAT? REFLECTION AND LEARNING



ECASD JOURNEY



2020-2021: REFLECTING AND LEARNING



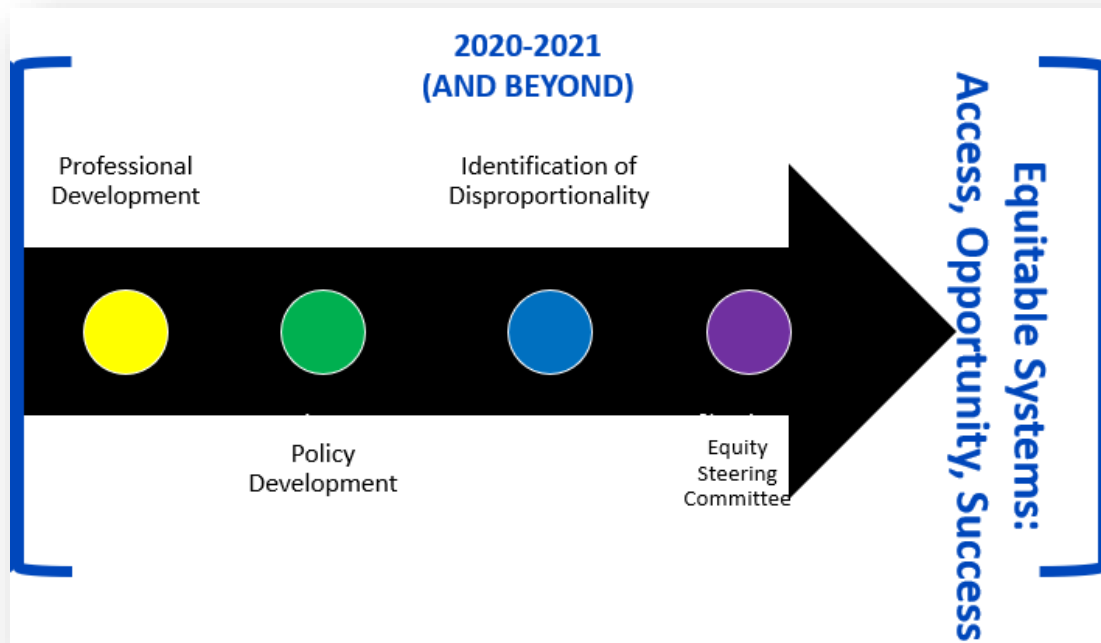
SYSTEM LEADERS & OTHER INTERESTED STAFF

- Identity, Privilege, & Bias
- Microaggressions
- Safe Spaces
- Racial Identity Development
- Culturally Intelligent Institutions

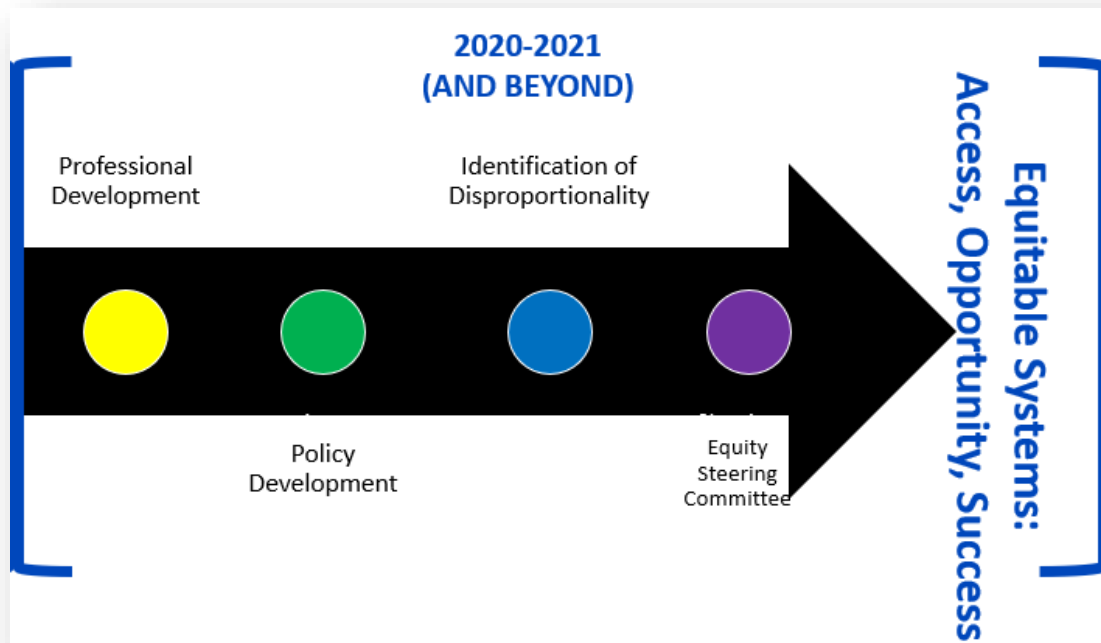
2020-2021: REFLECTING AND LEARNING

SCHOOL BASED EQUITY TEAMS

- Book Studies
- Planning for School Improvement
- Choice of Four Equity PD Sessions



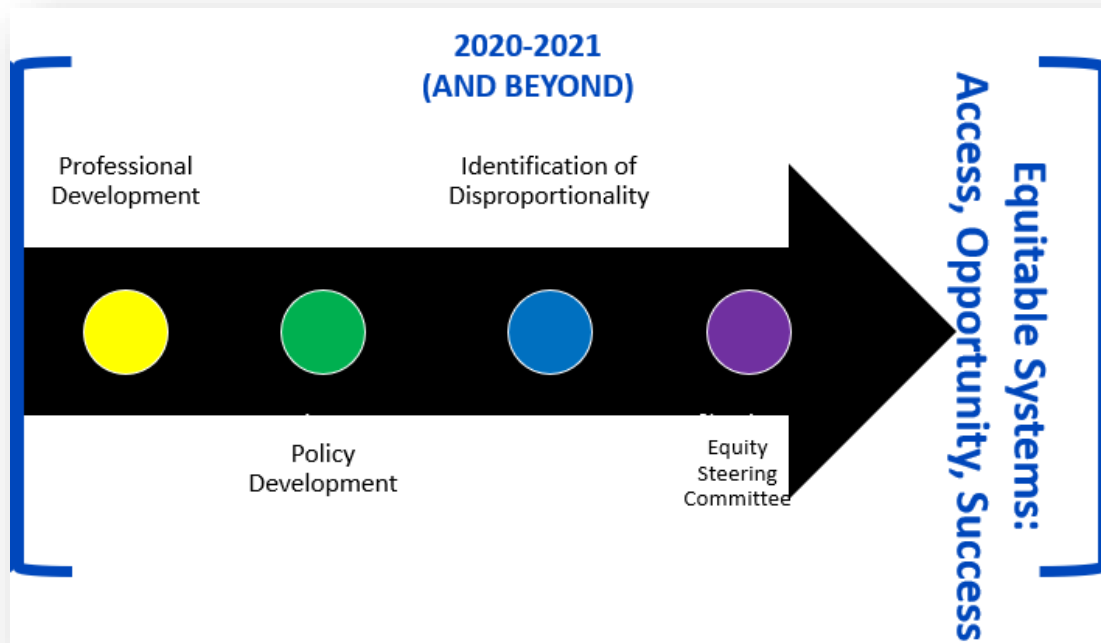
2020-2021: REFLECTING AND LEARNING



POLICY DEVELOPMENT

- Equity Statement Adopted by School Board
- Board Policy Focused on Equity

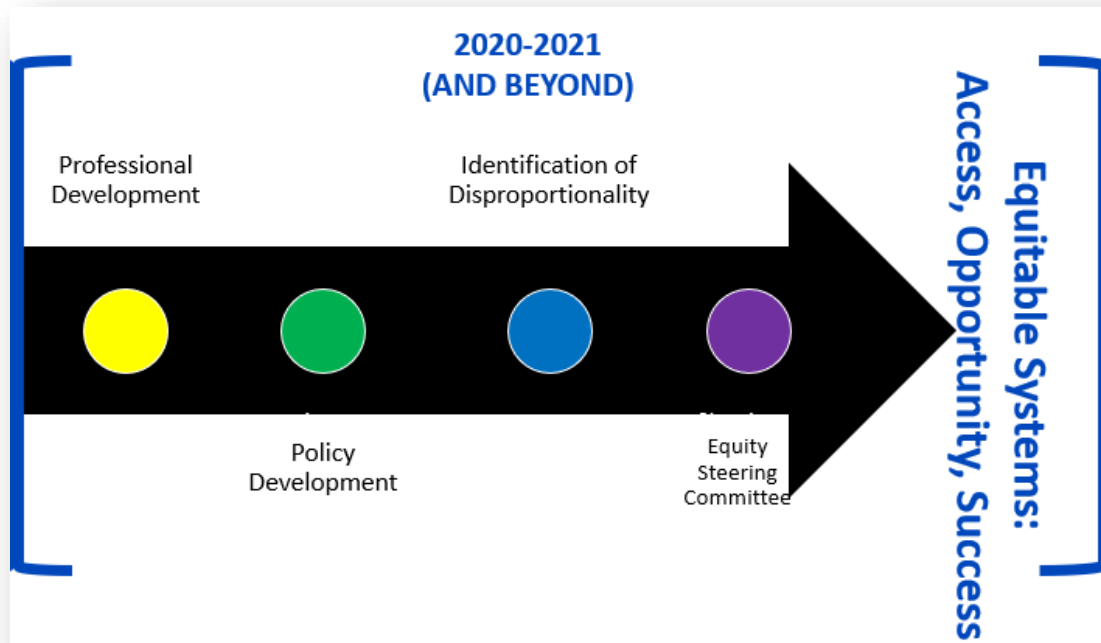
2021-2022 SCHOOL YEAR



PROFESSIONAL DEVELOPMENT

- School level
- Provided by ECASD Equity Leaders

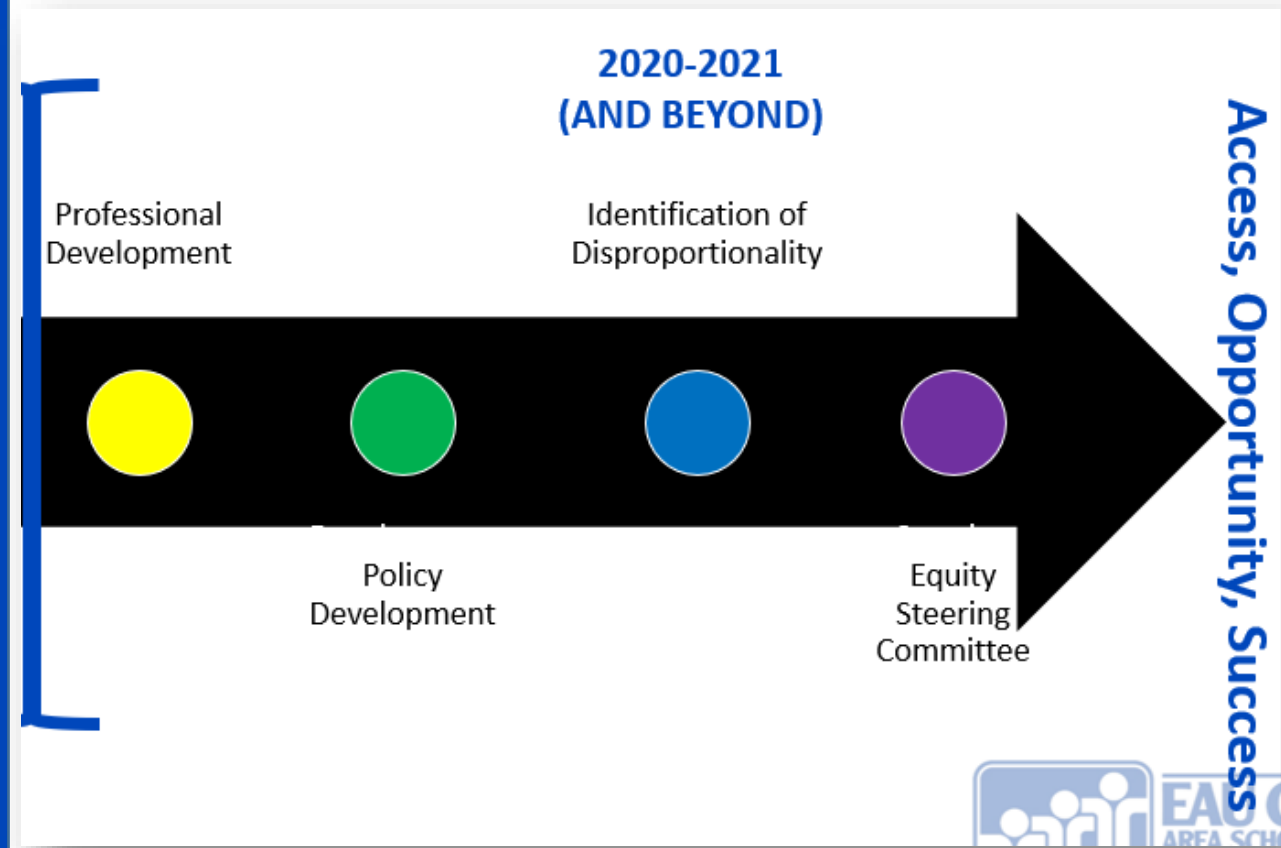
2021-2022 SCHOOL YEAR



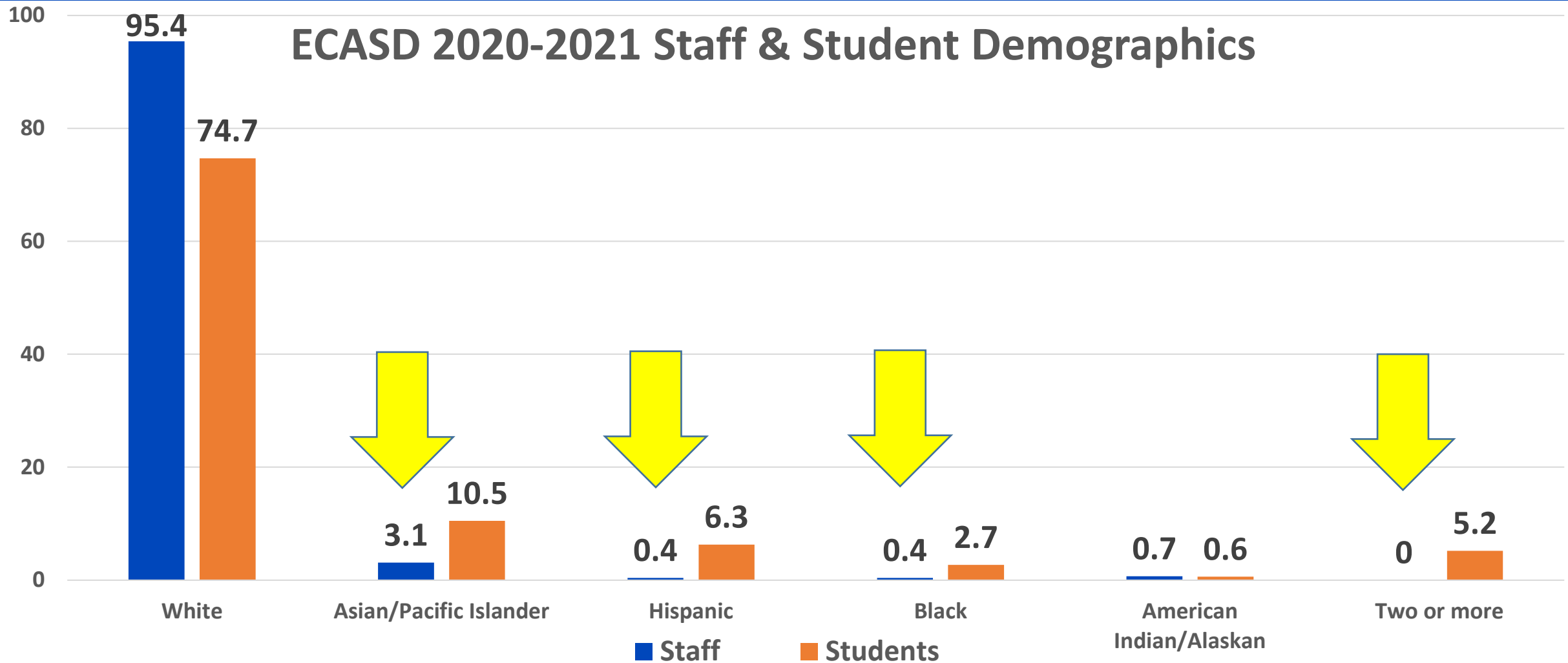
INTENTIONALITY

- Increased representation in classroom literature
- Consider cultural elements with student social emotional needs
- Use anti-bias, non-discriminatory assessments
- Recruit, hire and retain staff that reflect student demographics
- Policies and budget decisions prioritize an equitable system of support for all students

NOW WHAT? EQUITY STEERING COMMITTEE



YOUR VOICE IS NEEDED



EQUITY STEERING COMMITTEE--PURPOSE

1. To guide and advise ECASD in how to fulfill the tenets of the district Equity Statement.
2. To guide and advise ECASD in policy review and revisions to create more equitable policies and practices.
3. To advise the 3–5-year Equity Outcome work for Board policy, Operational Expectation 2: Equity Commitment



EQUITY STEERING COMMITTEE--MEMBERSHIP

ECASD will seek members from groups historically marginalized in our system, to include representation from the following:

- Parents/Guardians of ECASD Students
- ECASD High School & Middle School Students
- ECASD Staff
- Eau Claire Community Members

EQUITY STEERING COMMITTEE--MEETINGS

- Monthly meetings
- Day, time, and length determined by membership



EQUITY STEERING COMMITTEE—EXIT SLIP

- Electronic copy
(scan QR code)
- Hard copies available



THANK YOU!

