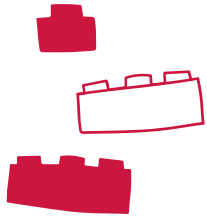


CONTINUOUS IMPROVEMENT TOWARD EQUITABLE OUTCOMES



EQUITABLE • AFFIRMING • RESPONSIVE

WHAT PROMISING PRACTICES ARE CONTRIBUTING TOWARD EQUITABLE OUTCOMES?



Prior to 2019

CULTURAL RESPONSIVENESS

Schools began to form building blocks to understand how culture and identity influences learning in efforts to be responsive to students' academic and social needs. Foundational culturally responsive teaching practices were developed with support from outside consultants with an intentional focus on student outcomes

Action

WHAT DOES THIS LOOK LIKE IN OUR SCHOOLS?

- Culturally Responsive training, ongoing for all WT staff
- Responsive Classroom & Developmental Designs, ongoing training for staff
- K-12 SEL coaches



2019-2020

FORMING TEAMS

Building level teams met quarterly districtwide to review data. Professional development centered responsive practices, including neuroscience research and social emotional learning. All learning experiences were data-driven and required schools to analyze achievement disparities, student populations, opportunity gaps, and develop strategies to support school improvement goals.

Action

WHAT DOES THIS LOOK LIKE IN OUR SCHOOLS?

- Implicit Bias training
- Social Emotional Learning (SEL) curriculum, training, and coaching support at all levels
- School-based physical and mental health supports: social workers, counselors, community partnerships (e.g. Cummins, Community Health, IU Health, etc.)
- Restorative Practices, ongoing training with secondary staff
- Resiliency Teams



2020-2021

ORGANIZING

Covid-19 magnified inequities. School teams met frequently to examine conditions for learning and analyzed systems designed to support students. Resiliency teams met quarterly districtwide. Systems work (improvement of educational systems) was driven by school improvement plans and supported through building based resiliency teams. Teaching and Learning department devised Elevate as an instructional framework to support goals within the District Strategic Plan (DSP).

Action

WHAT DOES THIS LOOK LIKE IN OUR SCHOOLS?

- Director of Equity and Inclusion added to WT to facilitate equitable achievement efforts
- Resiliency Teams with a focus on Systems Work
- DELT
- WT Community Coalition



Present

BUILDING CAPACITY

The Elevate framework guides core instructional practices and the collaborative work in professional learning communities. Core target practices have been devised as accountability measures for staff to advance achievement. District Equity Leadership Team (DELT) supports the DSP through specific focus areas:

- Climate and Culture
- Teaching and Development
- Intercultural Engagement
- Diversity in Curriculum and Co-Curriculum

Action

WHAT DOES THIS LOOK LIKE IN OUR SCHOOLS?

- Multiple Tiered Systems of Support (MTSS) coaches at each school to analyze and devise comprehensive supports for academic and social emotional needs. District level coordinator orchestrates school efforts and provides ongoing training.
- Alternative program expansion at both the elementary and secondary level
- Continue to strategically develop strong parent-school partnerships
- Comprehensive Counseling Supports



Future

SUSTAINABILITY

Data from Spring 2021 student and family surveys will drive planning and responsiveness, including ALL voices through community engagement, communication and professional development to inform continuous improvement.

Action

WHAT DOES THIS LOOK LIKE IN OUR SCHOOLS?

Implementation of "Elevate , The Next Level in Teaching and Learning" which centers:

- Learning Community
- Responsive Instruction,
- Professional Learning
- Student and Teacher Partnerships

Professional development centering culturally responsive practices
Lead School Counselor position added in grades 6-12

CALL TO ACTION

FOR MORE INFORMATION ON HOW TO PARTNER AND SUPPORT OUR CONTINUOUS IMPROVEMENT CONTACT OUR
DIVISION OF TEACHING & LEARNING, ASSISTANT SUPERINTENDENT DR. SEAN TAYLOR, STAYLOR@MSDWT.12.IN.US
#WT4EQUITY



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2021 ACADEMIC ACHIEVEMENT DATA

How did ALL students perform in Washington Township Schools compared to similar large, urban public school districts in 2020-2021 on ILEARN?

- 1st** Social Studies
- 2nd** English/Language Arts
- 2nd** Math
- 2nd** Science

How did students of color perform in Washington Township Schools compared to similar large, urban public school districts in 2020-2021 on ILEARN?

- 1st** Social Studies for Hispanic Students
- 2nd** English/Language Arts for Black Students
- 2nd** Science for Black Students
- 2nd** Social Studies for Black Students
- 2nd** English/Language Arts for Multiracial Students
- 2nd** Social Studies for Multiracial Students
- 3rd** Math for Multiracial Students
- 3rd** Science for Multiracial Students

How did white students perform in Washington Township Schools compared to similar large, urban public school districts in 2020-2021 on ILEARN?

- 1st** English/Language Arts
- 1st** Math
- 1st** Science
- 1st** Social Studies

How did the achievement gap between students of color and white students in Washington Township Schools compare to similar large, urban public school districts in 2020-2021 on ILEARN?

- 11th** English/Language Arts
- 11th** Math
- 11th** Science
- 11th** Social Studies

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