

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 influence 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?

- Ongoing Culturally Responsive Training for all Washington Township Staff
- Responsive Classroom and Developmental Designs



2019-2020

FORMING TEAMS

Building-level teams met quarterly districtwide to review data. Professional development centered on 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, and Community Partnerships (e.g. Cummins, Community Health, IU Health, etc.)
- Restorative Practices, Ongoing Training, and 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 Facilitate Equitable Achievement Efforts
- Resiliency Teams with a Focus on Systems Work
- DELT (District Equity Leadership Team) Formed
- Washington Township 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. 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 SEL needs. District-level coordinator to orchestrate school efforts and provide ongoing training.
- Alternative program expansions at both the elementary and secondary levels.
- Strategically develop strong parent-school partnerships.
- Provide comprehensive counseling supports.

Future

SUSTAINABILITY

Data from ongoing 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 on the following:
 - Learning Community
 - Responsive Instruction
 - Professional Learning
 - Student and Teacher Partnerships
- Professional Development Centering on Culturally Responsive Practices
- Lead School Counselor Position Added in Grades Six-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

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2022 ACADEMIC ACHIEVEMENT DATA

How did ALL students perform in Washington Township Schools compared to similar large, urban public school districts in 2021-2022 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 2021-2022 on ILEARN?

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

How did white students perform in Washington Township Schools compared to similar large, urban public school districts in 2021-2022 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 2021-2022 on ILEARN?

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

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