

# CONTINUOUS IMPROVEMENT TOWARD EQUITABLE OUTCOMES



## Equity At Work



### Cultural Responsiveness

Schools strengthened cultural competency in partnership with district leaders and outside consultants to focus on creating conditions for learning where all students' perspectives are represented and valued.

### Action in Schools

- Ongoing culturally responsive training for all Washington Township staff
- Responsive Classroom and Developmental Designs
- Lab classroom experiences with outside consultants
- Learning walks to provide opportunities for staff to learn from each other



### Ongoing Data Monitoring

District Leadership meets regularly to review data and advise building-level leadership teams. Professional development is centered on culturally responsive teaching and proactive behavior practices, including neuroscience research and social-emotional learning. Learning experiences are data-driven and require schools to analyze achievement disparities, student populations, and opportunity gaps, resulting in developed strategies to support school improvement goals.

### Action in 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
- Restorative Practices, ongoing training for secondary staff
- Measure student learning and growth using visualization tools



### School Improvement Planning

School leadership teams meet frequently to examine conditions for learning and analyze systems designed to support students. "Systems Work" (improvement of educational systems) is driven by our District Strategic Plan and School Improvement Plans. All schools participate in a Quality Assurance Review process that includes collaboration between building and district leadership throughout the year.

### Action in Schools

- Washington Township Community Coalition
  - Intentional focus on including diverse perspectives and best collaborative strategies with all district organizations
- Parent Council Network
  - Aligning equity and inclusion goals with community outreach and collaboration
- 2nd Annual Student Leadership Conference
  - Includes Student Advocacy Clubs from middle schools and NCHS to magnify student voices
  - Partnership with local community leaders

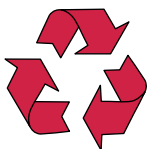


### Teaching and Learning

The Elevate framework guides core instructional practices and the collaborative work in professional learning communities. Core target practices are intentional accountability measures for staff to advance achievement. The Elevate Framework is our vision for teaching and learning and is based upon WT's core beliefs about student learning.

### Action in 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
- Summer 2024 Elevate Conference with over 450 staff in attendance and over 100 workshops.
- Professional Development centering on culturally responsive practices and professional learning communities (PLC)



### Sustainability

Data from ongoing student and family surveys will drive planning and responsiveness, and will inform continuous improvement efforts with community engagement, communication, and professional development.

### Action in Schools

- Staff member assigned to specifically oversee the multi-tiered systems of support (MTSS) process in each building
- Analyze and establish comprehensive supports for academic and SEL needs
- Alternative Program expansions at both the elementary and secondary levels
- Strategically developed strong parent-school partnerships
- Comprehensive counseling and social work supports

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#WT4EQUITY



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EQUITABLE • AFFIRMING • RESPONSIVE

## 2023-2024 ACADEMIC ACHIEVEMENT DATA

How did ALL students perform in Washington Township Schools compared to similar large, urban public school districts in 2023-2024 on ILEARN?

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

How did students of color perform in Washington Township Schools compared to similar large, urban public school districts in 2023-2024 on ILEARN?

**1st** English/Language Arts for Black Students  
**1st** English/Language Arts for Multiracial Students  
**1st** Math for Black Students  
**1st** Math for Multiracial Students  
**1st** Social Studies for Black Students  
**1st** Social Studies for Hispanic Students  
**1st** Social Studies for Multiracial Students

How did white students perform in Washington Township Schools compared to similar large, urban public school districts in 2023-2024 on ILEARN?

**1st** English/Language Arts  
**1st** Math  
**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 2023-2024 on ILEARN?

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

### Large Urban Comparison School Districts

Large urban school districts compared to Washington Township Schools were identified using SY 2023-2024 data from the Data Center and Reports section of the IDOE website. Comparison school districts chosen had enrollments of at least 10,000 students, at least 50% students of color, and at least 50% of students receiving free and/or reduced lunch. We continue to utilize these ten school districts for longitudinal comparisons.