

# School District of Whitefish Bay Equity and Excellence Update

The Whitefish Bay School District



An Exceptional Place To Learn

# District Vision

The School District of Whitefish Bay, in partnership with families and community, is student-centered with a tradition of educational excellence. We will build upon this tradition by:

- ❖ Empowering students with the knowledge, skills, and character necessary to thrive in a changing, global society.
- ❖ Respecting the diversity of our students and engaging them as individual learners in an innovative learning community.
- ❖ Addressing the needs of the whole child in a caring, inclusive environment.

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# School Board Goals

- **LEARNING and LEADING** - Strengthen strategic roles and policies through a Growth Mindset.
- **FOCUS PLAN VISION** - Support work on the district Focus Plan; specifically, respecting diversity of our students and fostering whole child development, a supportive environment, and 21st century learning to advance educational excellence.
- **VISION FOR STUDENT LEARNING** - Advance the work of The Seven Thriving Dispositions throughout the District.
- **VISION FOR SOCIAL AND EMOTIONAL LEARNING** – Support the social and emotional health and development of District students and staff in a safe educational environment.

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# THE FOCUS PLAN

**The Muscle - Our Practices**  
**The Science**

**The Music - The Art**  
**The Culture**

**A Comprehensive World Class**  
**Universal Tier**

**A Supportive Environment for All**

- 4 PLC Key Questions
- Evidence Based Practices
- The Seven Thriving Dispositions
- Social and Emotional Learning
- Academic and Career Planning
- **Student Engagement**

- A Culture of Safety
- **Equity and Excellence**
- Positive Culture: Relationships rituals, traditions, celebrations
- Nurturing the Growth Mindset
- Learning and Passion

Richards	Cumberland	Middle School	High School	Students with Disabilities
Bulgarian Chinese Danish Finnish German Hmong Korean Polish Russian Turkish	Amharic Arabic Chinese Czech Danish Dutch Farsi French German Hmong Korean Nepali Polish Russian Spanish Tamil Twi Urdu	Arabic Chinese Czech Danish Dutch Farsi French Hindi Hmong Korean Nepali Tagalog Turkish Spanish	Amharic Chinese Nepali Somali Spanish	9.8% of our students are identified with a disability and have an IEP

# Race/Ethnicity change from 13-14 to 17-18

Race/Ethnicity	13-14	17-18	Change
White	75.70%	77.90%	2.20%
Black	10.10%	7.70%	-2.40%
Asian	5.80%	4.90%	-0.90%
Hispanic	4.50%	4.90%	0.40%
Pacific Isle	0.10%	0.10%	0.00%
2 or more	3.70%	4.30%	0.60%



# School and District Leadership

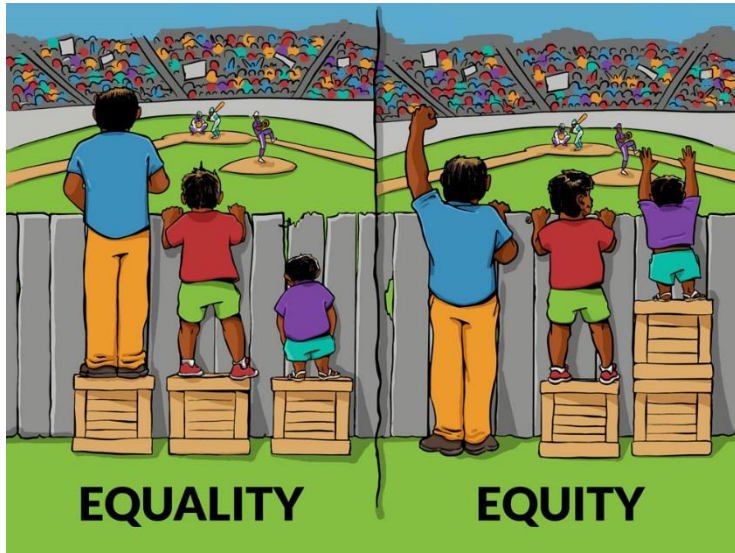
**“Equity work is life-long, never ending, at individual & organizational level.”**

***Frattura/Capper***

4 Cornerstones: A framework for processing / eliminating inequities.

1. Focus on Equity
2. Align Staff & Students
3. Transform Teaching and Learning
4. Leverage Policy & Funding

# Focus on Equity



- Non-Negotiables/Beliefs
- Assets-based problem-solving
- Exploring identities - how they impact interactions, teaching, and students' sense of belonging
- Providing 'the boxes' of support that allow ALL to access and grow
- Who is All?





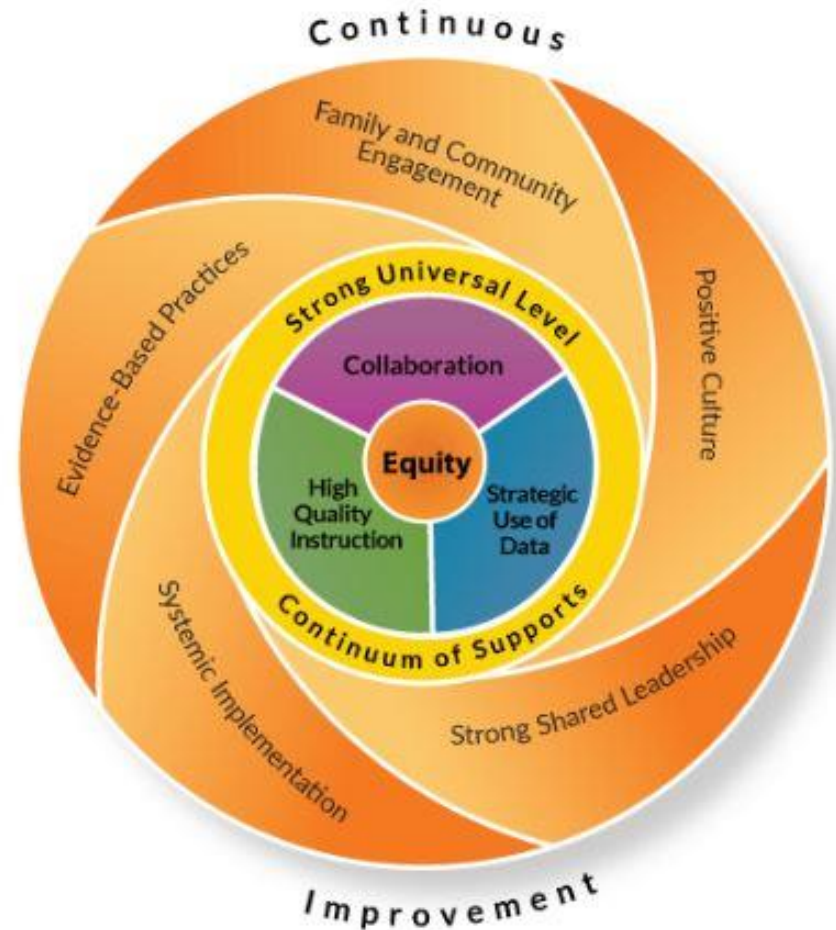
# Transforming Teaching & Learning

The research is clear and abundant around these guiding principles:

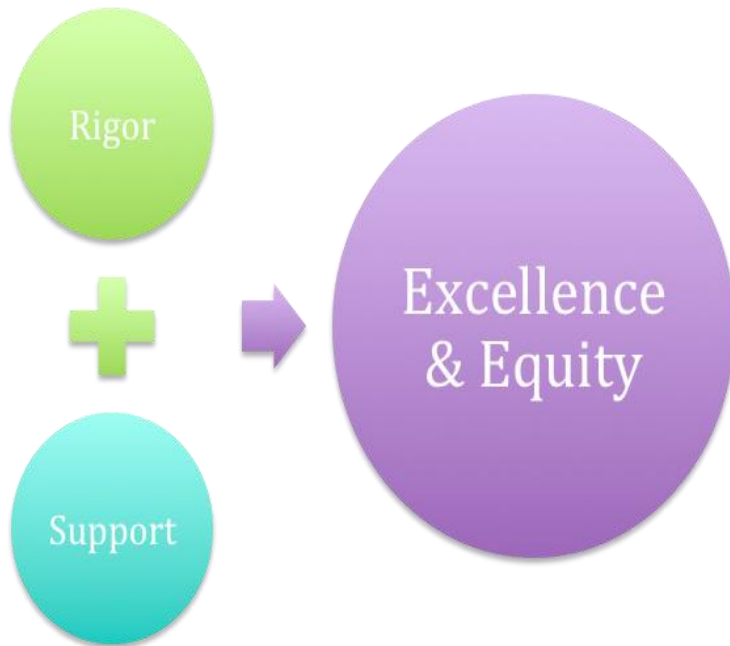
1. Every student has the right to learn.
2. Instruction must be rigorous and relevant.
3. Purposeful assessment drives instruction and affects learning.
4. Learning is a collaborative responsibility.
5. Students bring strengths and experiences to learning.
6. Responsive environments engage learners.

# Leverage Policy and Funding

- Attending to achievement gaps
- Investing in Collaboration & Teacher Leadership
  - Literacy Coaches and Summer Learning
  - Purposeful selection of culturally relevant and meaningful resources
  - Curriculum addressing social justice, empathy, understanding and SEL
- Recruiting & Hiring Practices and Posting in Alignment with our Shared Beliefs/Non-Negotiables
- Investment in Multi-Tiered Systems of Support for all and PBIS



# Aligning Students and Staff



- **Leveraging Time to Support All**
- Elementary Schedule
- Middle School Block and Electives
- District Calendar Changes: Collaboration and Learning
- Co-Planning to Co-Serve
- School start times
- **Removing Systemic Barriers to Rigor**
- Grade Level Mini Lessons in ELA
- Eliminate lowest tracks in Math and ELA
- Biology, Chemistry, Physics for All
- High School Art Redesign
- Change in HS pre-requisites
- AVID Journey

# From the Student Perspective

- AAMI and AAFI
- Leadership and Social Justice Course
- Student group to discuss race- “The Mix”
- EMPOWER- College fair
- Student run diversity assembly
- Natural Expansion of Student Engagement  
Coordinator Role – parent outreach, blind spots
- K-8 ELA units around social justice, diversity,
- Classroom libraries and environment
- Inclusive classrooms and courses



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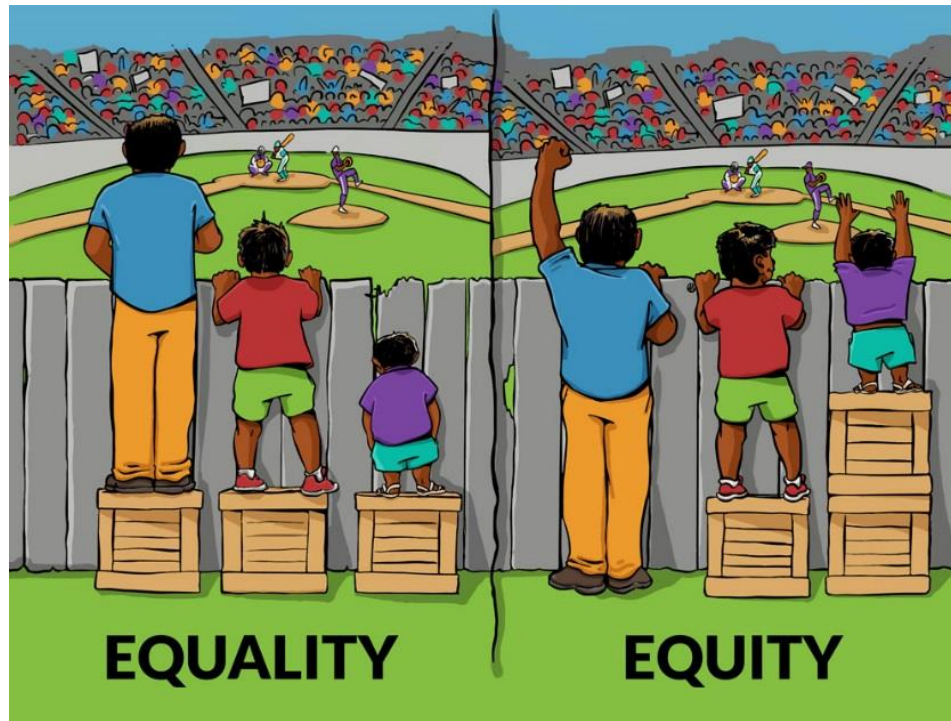
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## Equity and Excellence Update



“Fairness does not mean everyone gets the same. Fairness means everyone gets what they need.”

— Rick Riordan