



# **WEST CHESTER AREA SCHOOL DISTRICT**

## **EQUITY GOALS UPDATE**

**FOR**

**2023-24**

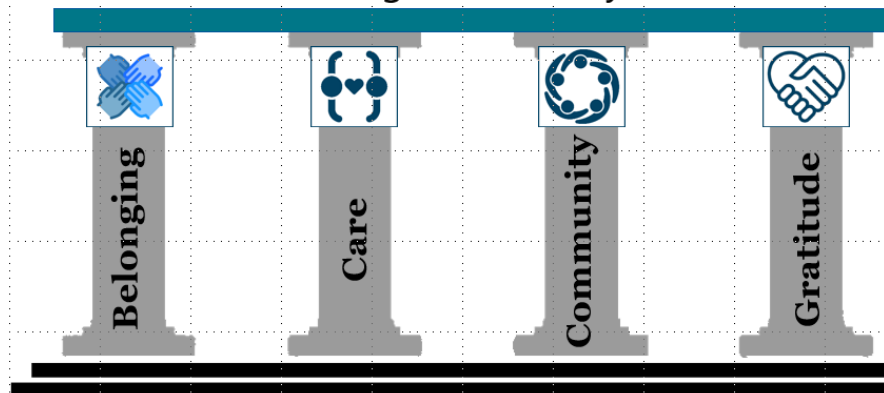


# Agenda

1. Priorities for 2023-24
2. Root Cause Analysis
3. Restorative Practice
4. Community School Partnership of Volunteers for Mentors

## EQUITY

ensures all students get what they need to learn.





# MISSION STATEMENT

The mission of the West Chester Area School District is to ***educate*** and ***inspire*** our students to ***achieve*** their personal best.





# WCASD Equity Goals

For students to achieve academic gains that prepare them to take advantage of opportunities that will set them up for life-long success

To achieve this goal:

- Allow students the freedom to thrive in classrooms where they are respected, have strong connections, and are challenged to grow as learners.
- Provide students with an inclusive curriculum that teaches anti-racism, celebrates differences, promotes understanding, and seeks multiple perspectives
- Ensure diversity, equity and inclusion are embedded in our curriculum, policies, school culture and climate



# Problem/Root Cause

- ❖ Is there a clear problem statement?
- ❖ Use the five whys to identify specific root cause.
- ❖ Does the data support the root cause?
- ❖ What do we already know?-culture, data, measures, trends, factors
- ❖ Errors and oversights; who are making them, where, how, why?
- ❖ What is it that we don't know and need to know?
- ❖ What data is needed?



# Root Cause Analysis



District Equity Leadership Team (DELT) will work on data analysis and provide corrective measures by December

Implementations of strategies in January

Assessment of student response January-April

Provide Feedback/Results in April



# Restorative Practice

## **What is restorative practice (RP)?**

An intentional response to discipline that focuses on building strong genuine teacher student and student to student relationship. The goal of RP is to help students develop the awareness that their behaviors can affect/harm others and they are taught how to repair/correct the harm.



# Definition of Challenge

**RELATIONSHIP + CHALLENGE = BEHAVIORAL CHANGE**

Challenge is defined as applying pressure, setting expectations, and holding people accountable. As educators we are called to encourage risks and push people's comfortability to foster growth ([akobenllc.org](http://akobenllc.org)).





# Use Restorative Questions

## For the person who is harmed:

1. What happened?
2. What did you think when you realized what happened?
3. What impact has your behavior had on you and others?
4. What has been the hardest thing for you?
5. What do you need to happen to make things right/better

## For the person who offends:

1. What happened?
2. What were you thinking at the time?
3. What have you been thinking about since?
4. Who was impacted and in what way?
5. What needs to happen to make things right/better



# Affective Statements

**I-statements** that offer feedback, establish boundary, and promote empathy.

- *I feel disappointed because you were playing music on your phone while I was teaching, and I would love to see you engaged in the lesson.*
- *I feel proud when you complete your classwork, and I would love to see you continue to put forth effort, so you can move to an advanced class next year.*
- *I feel frustrated when you interrupt my class with noises because I worked hard to develop this lesson, and I would like you to participate.*
- *I feel thankful that you pushed in your chair because it made the classroom safe.*
- *I am excited to see you complete your classwork with 85% accuracy.*



# Plans to Implement RP

## **A multi-pronged approach:**

- RP Handbook – Staff members
- On-line introductory sessions for principals and equity advocates
- Middle School students workshops- October and November
- Parent workshop – Two sessions on October 18<sup>th</sup>
- Coaching session for principals and advocates late April

# Community School Partnership of Volunteer Mentors

## WCASD VOLUNTEER MENTORING PROGRAM

*Community and School Partnership of Volunteer Mentors*

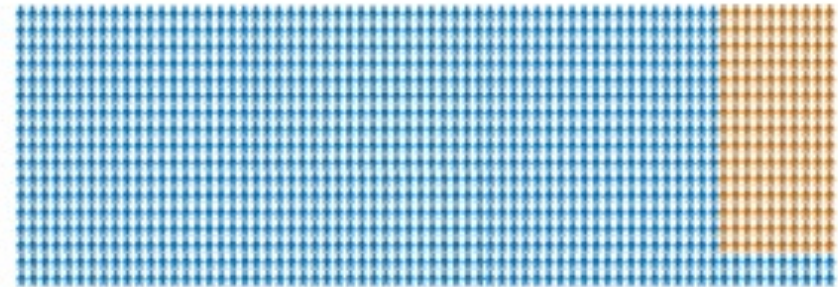
*Ensuring the academic,  
emotional, and physical safety  
for all children.*

Generational Deficit if 10% is left untapped

WC

WHO – 10% UNDERACHIEVING

♣ = 10 students



*Every child needs a sower to plant seeds of hope, perseverance, and joy. Join us in volunteering a little time to change the trajectory of one child's life that will impact generations to come.*

**Contact: [umartin@wcasd.net](mailto:umartin@wcasd.net)**



# Community School Partnership of Volunteer Mentors

- April 2022-Informational Meeting at Peirce
- May- Community Meeting Update for Prospective Mentors and Tutors
- June-Meeting Tutoring Scenarios
- June-Mentoring Scenarios
- July- Community Meetings-Who are our Children?
- August-Community Meeting Build momentum
- Currently-Planning for Mentoring Launch- October 21<sup>st</sup>.

**SAVE THE DATE!!!**

## **Community Partners of Volunteer Mentors**

**Join us for food, fun, entertainment and meet our volunteer mentors**

**Saturday, October 21<sup>st</sup> 12-3 PM**

**Location TBA**



# Your Response:

**Continue to join us to ensure our students feel a sense of belonging and support to achieve their personal best.**

