

**WEST CHESTER AREA SCHOOL DISTRICT**  
**PROGRESS UPDATE**  
**TO EDUCATIONAL EQUITY AUDIT**

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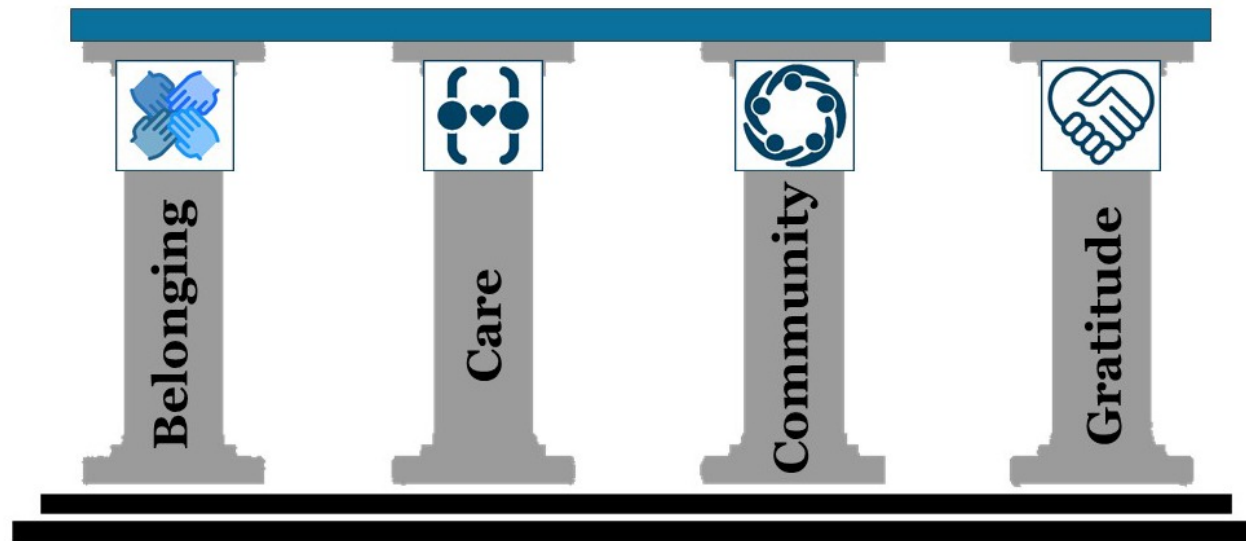
February 13, 2023

# WCASD MISSION STATEMENT:

To educate and inspire our students to achieve their personal best

## EQUITY

ensures all students get what they need to learn



# WCASD Comprehensive Plan Goals

- ❑ Access to District Programming
- ❑ Innovative Teaching and Learning
- ❑ Student Involvement
- ❑ Fiscal and Capital Planning
- ❑ Special Education Planning

WC

West Chester  
Area School District

Comprehensive Plan  
2022-25

*“What do we want to be able to say  
three years from now that we  
cannot say today?”*



## Planning for the Future

### Comprehensive Planning Process

During the comprehensive planning process, the WCASD gathered feedback from District stakeholders to effectively set goals related to the visions that we want to make realities over the next three years. There are five goal areas with distinct strategies or focus areas that will guide the District as it looks toward the future.

#### 1 Access to District Programming

Expand access to comprehensive district programming to provide equitable opportunities for all students.

1. Improve recruitment, hiring, and retention
2. Develop coherent and aligned assessments
3. Increase engagement

#### 2 Innovative Teaching and Learning

Use engaging and effective instructional strategies to advance student learning, achievement, and agency.

1. Provide structures for a cross-curricular and collaborative teaching and learning approach
2. Embed innovative and technological resources
3. Develop and expand pathways for learning
4. Establish a curriculum review cycle

#### 3 Student Involvement

Create more opportunities for students to engage in school academically, socially and emotionally.

1. Increase student participation
2. Create opportunities for positive interactions
3. Foster engaging academic opportunities

#### 4 Fiscal and Capital Planning

Create a financial plan that provides annual budgets that adhere to Act 1 regulations, responds to 21<sup>st</sup> century learning needs and preserves the current level of educational excellence.

1. Compile balanced budgets
2. Review and update the capital plan
3. Increase sustainable revenue sources

#### 5 Special Education Planning

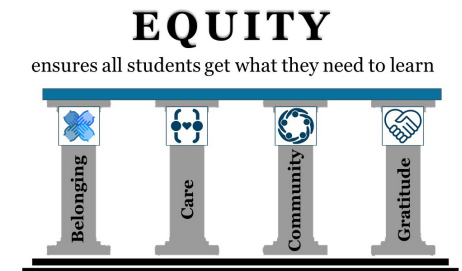
Meet the needs of all students in the least restrictive environment.

1. Indicators of Improvement and Planning
2. Disproportionality
3. Least Restrictive Environment
4. Positive Behavior Support
5. Personnel Professional Development

# GOAL 1: Access to District Programming

*Provide more intensive professional development in the areas of differentiated instruction and student engagement for all professional staff members with an increase in accountability through administration oversight*

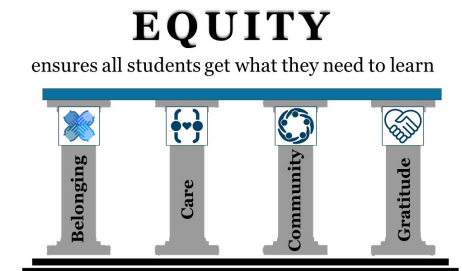
- **Co-teaching at MS for EL, RS, & content area teachers**
- **Support to MTSS teams to set goals, targeted interventions, progress monitoring, and follow through**
- **Seesaw aligned curricular activities**
- **CIM Process**
- **English CIM that have recently been approved**



# GOAL 1: Access to District Programming

*Creating more direct avenues of communication between schools so that positive actions and successes can be shared where appropriate and implemented consistently*

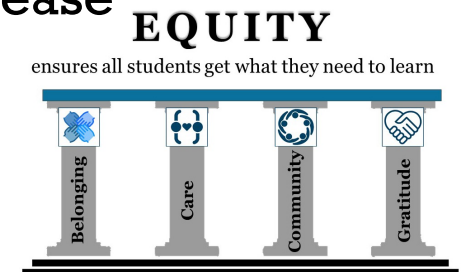
- **Schoology pages and cross-district PLCs**
- **Data Wise Training at a district and school level**
- **Consistent PD and workshops for all EL teachers across district**
- **February In-service focusing on English Language Learners, culturally relevant T&L**
- **Implemented Ellevation to house ELs data from year to year**



# GOAL 1: Access to District Programming

*Provide meaningful outreach and support to diverse parents and caregivers. Developing plans and resources that purposefully and explicitly engage and partner with historically marginalized families to support academic and social development of their children.*

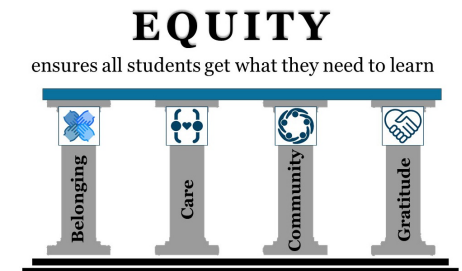
- Monthly Padres Latinos Meetings with Spanish speaking community, focusing on timely needs ex registration, new math program
- Community and District Resource Fair for EL families
- Started a Ukrainian support group for incoming families
- Provide PD and implemented Talking Points across the district to increase communication with secretaries, nurses, admin, teachers



# GOAL 1: Access to District Programming

*Reviewing and revitalizing the equity-based work of principals, the DELT and school-based equity teams*

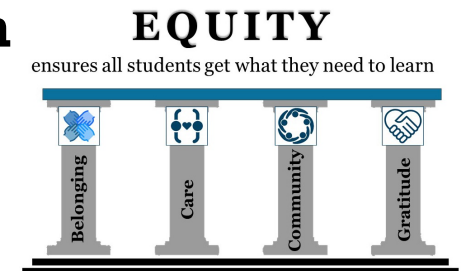
- **Bi-monthly DELT meetings include principals and equity advocates who collaborate on addressing long and short term goals**
- **Currently each school is conducting a root cause analysis to address an equity barrier that impedes academic performance**
- **Professional Development to support, differentiate, and provide equitable access to EL students in Tier I.**



# GOAL 2: Innovative Teaching and Learning

*Developing an equity-focused theory of change and logic model and revisit the WCASD Three-Year Comprehensive Plan: 2019-2022 to include strategies and action steps that identify, assess and address equitable outcomes for students.*

- **Teachers emphasize the teaching of strategies and themes which allows student choice**
- **Implemented Talking Points – capacity to communicate in up to 140 languages**
- **Cultural competency is a key focus in Reading and English classes**

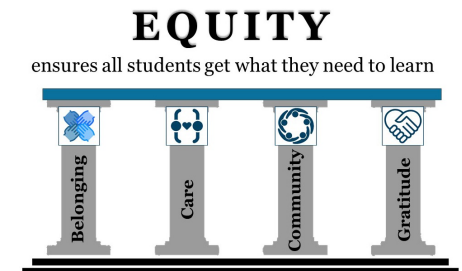




# GOAL 2: Innovative Teaching and Learning

*Reviewing the current Beyond Diversity training in order to broaden and deepen its reach, impact, and sustainability as a model for change*

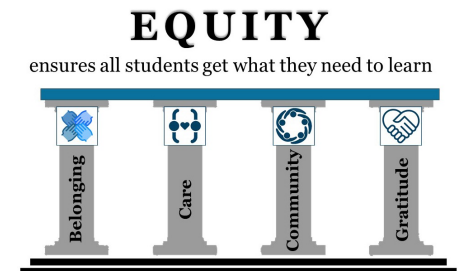
- **Switched to Howard Group Workshops to address the needs of DEI**
- **Expanded the definition of equity to include, race, language, ableism, LGBTQ, gender, and socioeconomic status**



# GOAL 3: Student Involvement

*Ensuring that the K-12 curriculum reflects the cultures relevant to the school district's diverse population and all students' understandings of equity and social justice.*

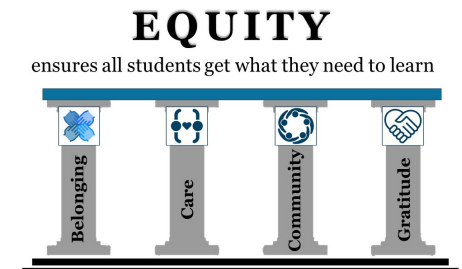
- **Courses “Race and Ethnicity in Early America” and “Race and Ethnicity in Modern America” were added as Social Studies electives.**
- **Revised the 10th Grade course from “Western World” (European History) to “European & Latin American Studies”**
- **Integrated non-Western instruments to the core instruction (Ukuleles in ‘22-23SY and Global Drums in ‘23-24SY)**



# GOAL 4: Fiscal and Capital Planning

*To ensure financial resources and transportation are not barriers to participation in extracurricular, after school and evening activities*

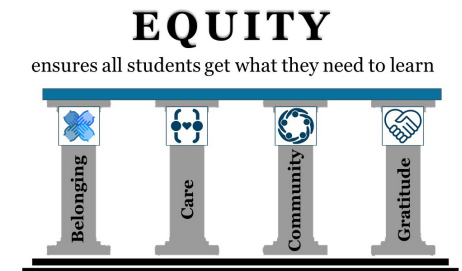
Work with transportation department to create accessible shuttle stops to ensure more of WCASD ELs can ability to attend Summer Jump Start program



# GOAL 5: Special Education Planning

*Ensuring students in the ELD program have equitable access to the core curriculum and programming.*

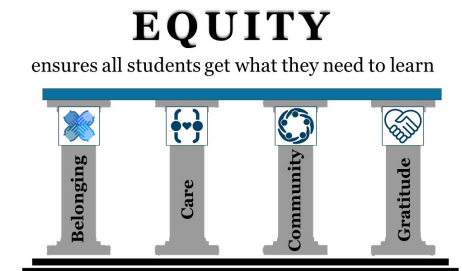
- During the 21-22 SY, worked with all three middle schools to get ELs into social studies class
- Created co-teaching opportunities for EL and content area teachers to provide support.



# GOAL 5: Special Education Planning

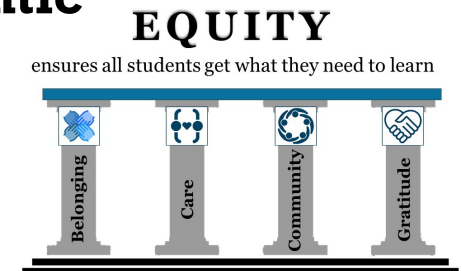
*Exploring expanded student support services.*

- **Increased number of mental health specialist from 3 to 12**
- **Hired full-time behavior specialist coordinator, and MTSS teams across all buildings**
- **Pupil Services to provide an additional staff/counselor at HHS**
- **Assign one counselor for all SLIFE students**
- **Increased career counselor capacity to at least 0.5 at each HS**



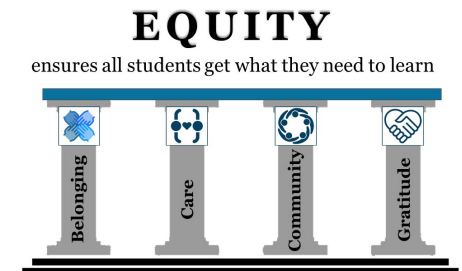
# Recommendations in Consideration

- **Identifying improved pathways for understanding, fostering, and nurturing student voice in authentic ways at every level,**
- **Establishing a Principal's Advisory Board at each secondary school for students to express their voice to building administration.**
- **Explicitly addressing the systemic issues that are root causes for underrepresentation of students of color in higher level and gifted programming**
- **Addressing issues of implicit bias so that increasing numbers of faculty and staff members shift away from a deficit mindset and build authentic relationships with students based on mutual trust and respect.**



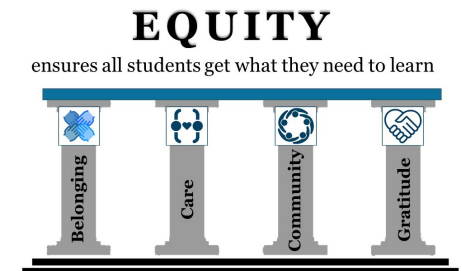
# PRIORITIES

- **Working with HR to increase hiring staff representative of the WCASD students**
- **Updating equity page on district website**
- **Community gathering to organize school partnership of mentors and tutors**
- **Implementation of root cause analysis**
- **Train and implement an restorative approach to discipline**
- **Lead and facilitate the DELT**
- **Work with other consultants to provide specific content area and districtwide PD**
- **Coordinate and approve equity goals for each building**



# Next Steps

- **Work with DELT members to develop metrics for measuring results**
- **Provide data to support the impact of the recommendations that have been implemented**
- **Launch parent and community partnership of mentors and tutors**





# QUESTIONS?

## **EQUITY**

ensures all students get what they need to learn

