

Diversity, Equity, Inclusion: Interim Report

Webster Groves School District
November 11, 2021

DEI Interim Report Overview

- Policy ACI Updates (Dr. Williamson)
- Staffing Data (Dr. Wiley-Skinner)
- Professional Learning DEI Updates (Dr. Adams)
- Equity in Action Committee (Dr. Williamson)
- Bias Incident Reporting Data (Dr. Williamson)
- Student Demographic Data (Dr. Williamson)

Policy ACI Updates

ACTION	STATUS
Equity Resolution visible in each school/district office and on the website	Completed
Policy included in student handbooks	Completed
All staff and BOE receive PD regarding the policy	Completed
CO Administrator employed to focus on DEI	Completed
Employee and support workforce who are racially conscious and culturally competent	Ongoing
Biannually conduct stakeholder climate DEI survey	Students - Fall data completed Staff - In process

ACTION	STATUS
Review disaggregated data to identify areas of strengths and growth	Ongoing
Present to BOE a DEI Report	Interim - Completed Annual - June 2022
Design and implement DEI professional learning plan for all staff	Plan completed Implementation - in process
Curriculum and instructional materials will be inclusive	Ongoing
Students at each grade level will learn about principles of DEI	Ongoing
District shall explore opportunities for cross-cultural and cross-racial interactions	Ongoing
Ensure system is in place for stakeholders to report racism and other forms of discrimination	Completed

Staffing Data -*New Hires*

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	Total
New Hires	23	37	29	32	41	162
Staff of Color (SOC)	4*	14	8*	6*	10*	42
Percent of SOC hired	21%	37%	28%	20%	24%	26%

**Number includes teachers and administrators of color*

Staffing Data -*District Wide*

	2017-2018	2021-2022
Total Number of Teachers	349	351
Staff of Color (SOC)**	25	51
Percent of SOC	7.2%	14.5%

**Over the past five (5) years, we have hired a total of 42 SOC.*

**We have retained over 73% of the SOC.*

***Not including support staff*

Professional Learning Updates - Equity

New Teacher 4-year PD Plan

Year 1:

- 2-hour ABAR session in August
- Book Club
- Three book club sessions

Year 2:

- Social Justice Retreat

Year 3:

- Cultural Competency (beginning 2022)

Year 4

- Culturally Responsive Teaching (beginning 2023)

Support Staff PD Plan

- All support staff attended a 2-hour ABAR session
- New hires will attend a 2-hour ABAR session
- ABAR 2.0 will be offered 2022 - 2023
- Each year will attend a 2-hour equity session

Professional Learning Updates

2020 - 2021 DEI Professional Learning Highlights

- All certified staff attended 9 hours of ABAR professional learning
- BOE and CO completed 2-hour ABAR training
- Support Staff completed 2-hour ABAR training
- Nurses completed monthly ABAR trainings
- Virtual Conference (formally EdCamp)
- All students were educated on the Equity policy.

2021 - 2022 DEI Professional Learning Highlights

- Policy ACI video required part of annual employee training.
- HS Principal Equity Group presented session to HS teachers
- Building level equity PDs
- Social Studies curriculum K-8
- New administrators book club
- New teacher DEI training progression

Bias Incident Reporting System

- The [WGSD Bias Incident Reporting System](#) is for current students and staff of the WGSD to report any incidents that negatively impact our campus culture, especially those that are biased-related.
- The report, which can be anonymous, can detail a biased incident that was done to yourself, someone else, or a group/community (ex. Defaced fliers, derogatory graffiti)
- The Director of DEI receives all reports, notifies the appropriate administrator regarding the report, provides support/resources to the individual(s) who experienced the bias, and collects and shares aggregate data to monitor the campus culture.
- As of November 3, 2021:

Number of Reports	Incident Type
2	BOE COVID Leave Policy

Equity in Action Committee

Role: To act as a district committee that provides guidance to the district administration and Board of Education regarding the district's anti-bias/anti-racism work, particularly in the areas of curricula, professional development, hiring and retention, school culture, and family/community engagement. The [Equity in Action Committee](#) will be guided by the WGSD Equity Resolution and ACI Policy.

Co-Chairs: Mrs. Tina Clark-Scott and Dr. Shane Williamson

Membership: The voting membership will include the Assistant Superintendent of Learning, SSD Director of Special Education, and one representative from each school and WAFC, a student from the High School Principal Advisory Committee, Business/Operations, and Human Resources. Members from the WGSD, PTOs, and community are encouraged and welcome to attend the EIA's meetings.

Meetings: 4 times a year

Guiding Question 2021 - 2022: How do we prioritize equitable policies, structures, systems, and practices that further the social, emotional, and physical well-being of all learners?

Districtwide Student Demographic Data by Race

Race	2020 - 2021 # Students Total: 4,444 <small>(as of 10.30.20)</small>	2020 - 2021 % Students <small>(as of 11.30.20)</small>	2021 - 2022 # Students Total: 4,515 <small>(as of 10.25.21)</small>	2021 - 2022 % Students <small>(as of 10.25.21)</small>
American Indian	10	<1%	9	0.19%
Asian	51	1.1%	51	1.13%
Black	523	11.8%	474	10.5%
Latino	175	3.9%	184	4.08%
Multiracial	247	5.6%	279	6.18%
Pacific Islander	1	<1%	3	0.07%
White	3,437	77.3%	3,515	77.85%

Districtwide Student Demographic Data

Category	2020 - 2021 Total Students: 4,444 <small>(As of 10.30.20)</small>	2021 - 2022 Total Students: 4,515 <small>(As of 10.25.21)</small>
Free/Reduced Lunch	14.74%	11.21%
SSD Services	13.4%	11.52%
Gifted Program	10.78%	10.99%
VICC Program	82 students Black - 63 Hispanic - 4 Multi-racial - 15	67 students Black - 49 Hispanic - 3 Multi-racial - 15
Epworth	41 students Black - 26 Hispanic - 1 Multi-racial - 1 White - 13	29 students Black - 22 White - 7
Great Circle	54 students* Black - 21 Hispanic - 1 Multi-racial - 1 White - 31	0 students

QUESTIONS

