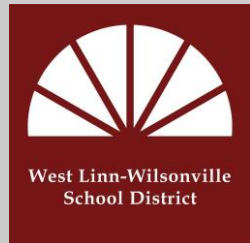




Equity Work in West Linn-Wilsonville

Board Goal No. 1

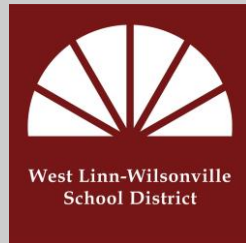
1. Grow student achievement through the use of high leverage instructional and engagement strategies to raise rigor, disrupt systems of racism and generate equitable outcomes for all students while eliminating opportunity and achievement gaps.




Equity Action Plan

Purpose of a District Equity Action Plan

For the West Linn-Wilsonville School District, the purpose of a district Equity Action Plan is to articulate and make public our equity-related priorities and actions in alignment with our District Goals, School Goals, Equity Teams and overall mission of the district, “How do we create learning communities for the greatest thinkers and most thoughtful people...for the world?”



Equity Action Plan

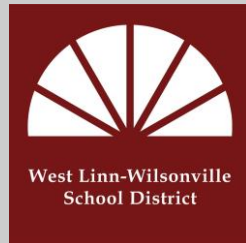


Commitment 1: Develop our understanding and leadership capacity around equity through learning, listening, and self reflection.

Commitment 2: Implement culturally responsive curriculum and teaching practices within an inclusive climate in classrooms and schools.

Commitment 3: Recruit, retain, and promote staff — including staff members of color — with strong equity and anti-racist commitments, understanding and skills.

Commitment 4: Collaborate with the community at large to examine and promote systems of equity and inclusion.

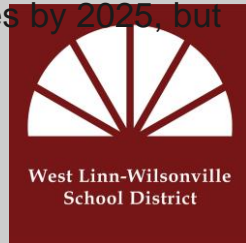


Equity Teams

District Equity Team: The district has utilized a District-wide Equity Team for the past several years, made up of district administrators, school principals, teacher leaders, and certified staff leaders. The District Equity Team meets 3-4 times per year, with school representatives taking information and initiatives back to School Equity Teams.

School Equity Teams: Every school has its own School Equity Team, made up of the principal, other school administration if applicable, teacher leaders, and certified staff leaders. Groups meet at least monthly to discuss issues and initiatives of equity and inclusion at their school level.

District Equity Committee (New in 2023-24): In 2021, the Oregon Legislature passed Senate Bill 732, which requires school districts to establish what the law calls an Educational Equity Advisory Committee. This committee is intended to help school leaders identify what helps or hinders the success of students who have historically been excluded, impacted, marginalized, or underserved, as well as advise school boards and superintendents. This committee will include parent voice. School districts are required to implement these committees by 2025, but WLWV is in a position to implement this now, consolidating the district's Superintendent's Advisory Committee (SACRE) with the District Equity Team.



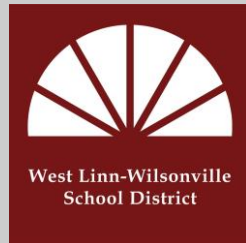
Affinity Groups

In recent years, our secondary schools have prioritized creating Affinity Groups at the student and staff level. We have several affinity groups for BIPOC students. These groups are often self-organized by students and supported by appropriate staff members. Affinity Group meetings are typically held during lunch, with administration creating safe and welcoming time and space for students to engage with one another.


At the high school level, it's common for Affinity Groups to lead workshops or share information with the larger student body.

Examples include:

- Black Student Union
- Indian Sub-Continent and Middle East Student Affinity Group
- Indigenous Student Union
- [MEChA](#)
- Pacific East Asian Affinity Group



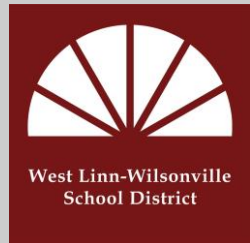
Full Inclusion Model



West Linn-Wilsonville is one of the only districts in the country that practices a full inclusion model. This means that all students learn in the general education classroom, including students with and without disabilities. Students with an Individualized Education Plan (IEP) and require additional supports or services receive care within the general education setting.

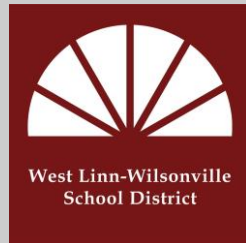
This work is challenging, but it's the right work. It requires incredible educators who collaborate with one another across specialities to provide all students with the individual supports that they need.

Unified Sports, inclusive playgrounds, and community events geared around inclusion are examples of recent equity work in this area.



Family Empowerment Center

- 1) The West Linn-Wilsonville launched the Family Empowerment Center in 2020 during the pandemic. The Center's vision is to empower families to become active advocates in their children's education through a culturally responsive and holistic approach.
- 1) We believe that the empowerment of families' fundamental rights and needs contributes to students' maximized success in school and in life. Each of our schools and the WLWV Family Empowerment Center promote equity, strengthen community partnerships, support students' emotional and mental well-being and work to eliminate barriers to student success.
- 1) Providing access and avenues for authentic engagement for families is a critical goal of the district's. With more than 60 languages spoken across our schools, communication can be a real barrier. The District invested in a communication system called ParentSquare this past spring, which has allowed staff to better interact with parent-guardians.



Equity Summit

The West Linn-Wilsonville School District hosts an annual Equity Summit, inviting community leaders to take part in important conversations around diversity, equity, and inclusion. The District will again host this annual Equity Summit in March 2024. The Summit serves as an opportunity to network with community leaders, share about equity work, and collaborate to further efforts across our communities.

