



State Board of Education Presentation

Equity in EWSD Policy to Practice

Essex Westford School District

Erin Maguire

Director of Equity & Inclusion

Co-Director of Student Support Services

October 16, 2024



Topics



State Policy

We will spend time considering state policy that drives the work within EWSD.



District Policy

We'll cover the development process of the Equity Policy, Procedure and Action Planning in EWSD.



School Implementation

Understanding school-based actions, changes and curriculum that is driving progress toward our Portrait of a Graduate.





**Growing hearts and minds, for a
better today and tomorrow:
Every Day, Every Way, Every One.**

State Policy

Supporting Identity-Based Equity within Schools

► State Policy

Non-Discrimination

Vermont has a long history of anti-discrimination policies in schools. Building an environment free from discrimination requires more than punitive action based on findings, it requires an comprehensive approach.

Hazing, Harassment & Bullying, Special Education, Title IX, ADA, Public Accommodations, and others.



Education Quality Standards

The purpose of these rules is to ensure that all Vermont students are afforded educational opportunities that are substantially equal in quality and are equitable, anti-racist, culturally-responsive, anti-discriminatory, and inclusive, thus enabling each student to achieve or exceed the performance standards approved by the State Board of Education.

District Policy

EWSD Uses an Equity Lens for Decision Making



▶ EWSD Equity Policy

Background

In 2021, the EWSD School Board passed the Equity Policy. It applies to all those working in EWSD. The policy centers anti-racism, LGBTQIA+ affirmation, and recognition and repair of harm toward people based on identity.

Policy Goals

The Goals of the Equity Policy have been clearly written into policy and are monitored for progress.

Important Implementation Tools

- Equity Leadership Design
- [Equity Action Plan](#)
- [Portrait of a Graduate](#)
- RTI Framework

Definition of Educational Equity

Educational **equity** occurs when all students are provided with what they need in support of their academic, social-emotional and career development. Equity recognizes that economic, social, political, and educational historical and current practices have created inequities that require explicit, intentional intervention. Equity prioritizes visibility, voice, and empowerment of people and groups who are harmed by inequitable rules and behaviors by requiring fair, respectful, and just educational systems and practices.

From a data perspective, educational equity means there is no predictability of success or failure that correlates with any social or cultural factor - a child's outcomes are not predictable because of their race, ethnicity, linguistic background, economic class, religion, gender, sexual orientation, physical or cognitive ability, or any other cultural marker.

Table of Contents

Page 2: EWSD Equity Leadership Model

Page 3: Goal A - Anti-bias Curriculum

Page 4-5: Goal B - Redefine Accountability Procedures

Page 6: Goal C - Supporting People While in School Care

Page 7: Goal D - Family Engagement

Page 8: Goal E - Diversifying the Workforce

Page 9: Goal F - Representation in School Environments

Page 10: Goal G - Celebrations and Traditions

Page 11-12: Goal H - Professional Learning

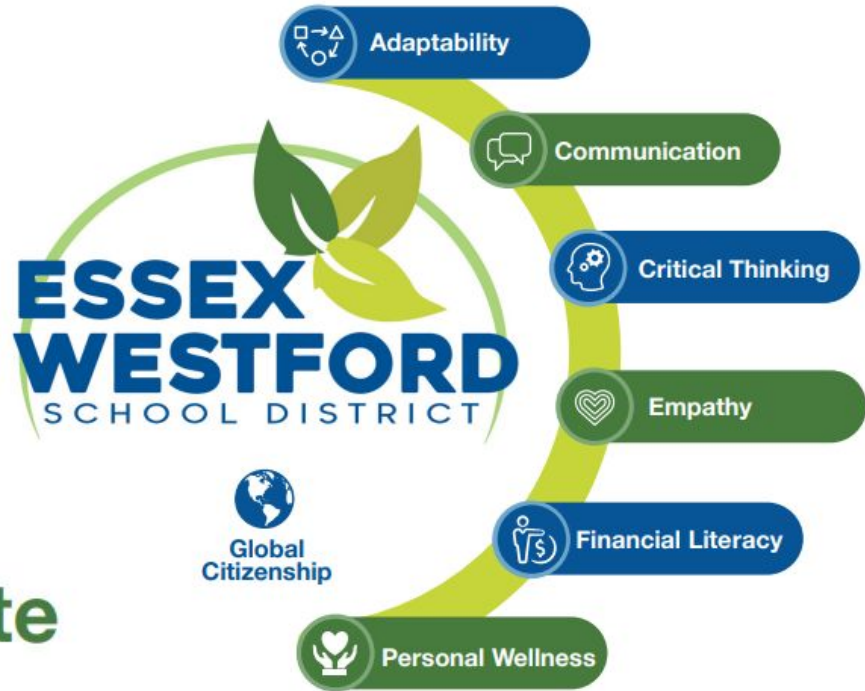
Page 13: Goal I - A Transparent Equity Lens

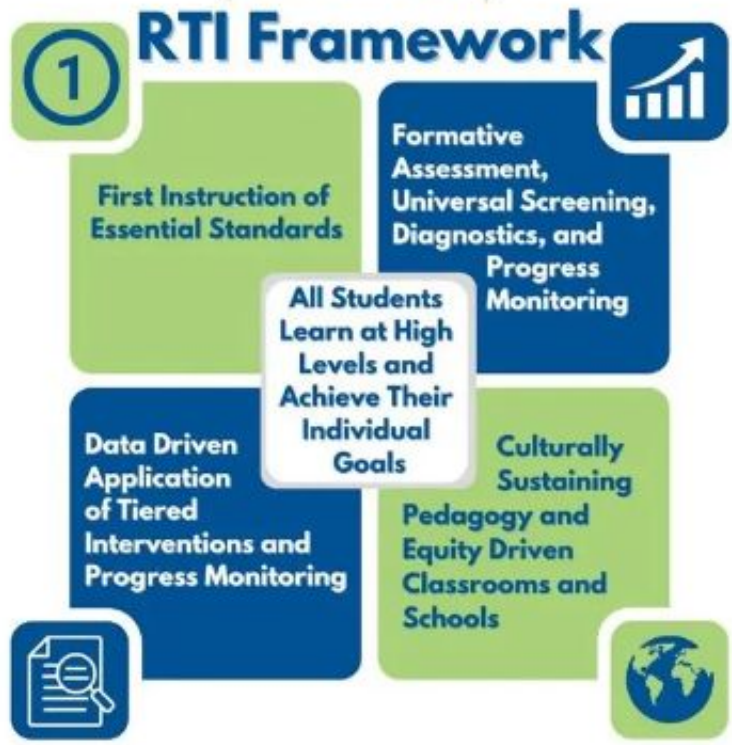




Portrait of a Graduate

EWSD learners will become global citizens through awareness of the world's interconnectedness and their role in shaping it. The following competencies will ensure the skills needed to meet this goal.





Implementation

Understanding Practices Driven by Policy

► EWSD Implementation Examples

Curriculum Auditing

All teachers have been trained for at least 6 hours to audit their curriculum with an equity lens. This includes both explicit and hidden curriculum. The work includes a reduction of barriers, accessibility, mirrors to see self and windows to see others. This has led to lesson changes across the district to increase representation, authentic stories, and reduction of curricular harm.

Calendar-Based Curriculum

A comprehensive calendar of learning opportunities has been built by and for teachers to support learning as a larger community about national and international days and events to support global citizenship.

Student Voices

From majority representation on the district equity advisory committee, to the social justice union and affinity groups, to student-led days of cultural representation and sharing, student voices have been centered in this work. Student school board members have been a critical part of connecting policy to practice.

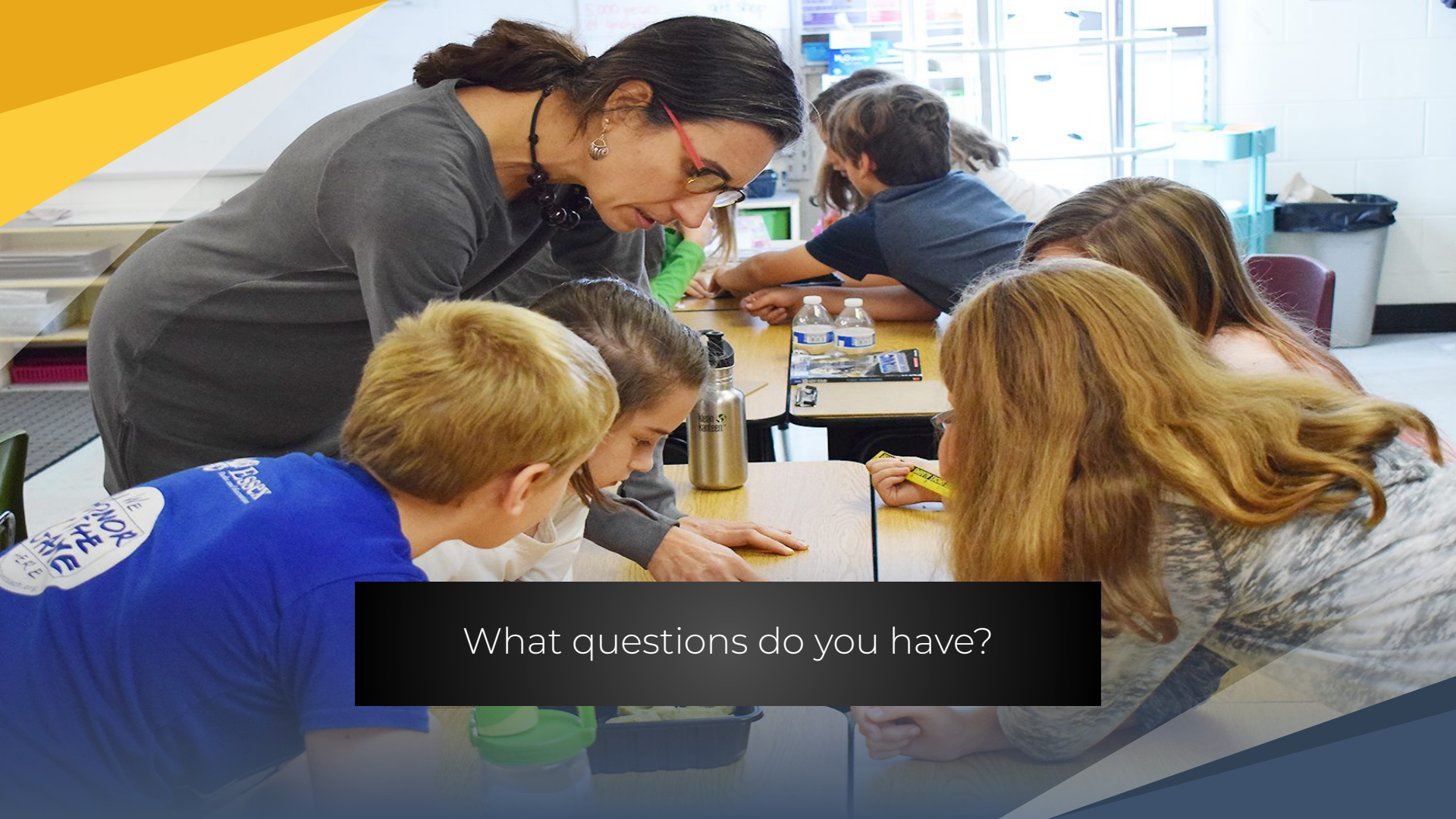
The image shows the exterior of a school building. The main entrance features a set of white-framed glass double doors set within a brick archway. Above the doors, the words "HIAWATHA SCHOOL" are mounted in large, dark, block letters. The building's facade is constructed of red brick. To the left of the doors, there is a window with a white frame. In the foreground, there are two large, tan-colored planters on a paved walkway. The sky is overcast, and there are some snowflakes visible in the air, suggesting a winter or early spring setting. A diagonal graphic element, consisting of a yellow and white stripe, runs from the top right towards the bottom left, separating the text area from the image.

HIAWATHA SCHOOL



EWSD: Building Community

Every Day
Every Way
Every One



What questions do you have?