

## McFarland School District: Equity Update

### School Board Report January 13, 2025

The Mission of the McFarland School District is, "Meeting the needs of every learner every day" and the Vision is "An equitable and inclusive community committed to student belonging, achievement, and growth." To realize our Mission and Vision, we must identify and acknowledge the marginalization, disparities, and inequities that exist in our systems, structures, and practices. It is our responsibility to actively address and change these conditions to ensure positive equitable educational outcomes for all McFarland students.

#### What Guides The Work

1. [Educational Equity Resolution](#)
2. [District Strategic Plan](#)
3. [District Diversity, Equity, Inclusion, and Belonging Goals](#)
  - a. **Culture Of DEIB Learning**
    - i. **Objective:** By June 2028, 80% of staff who regularly interact with students will self-report having a DEIB (Diversity, Equity, Inclusion, and Belonging) knowledge level of intermediate or advanced.
  - b. **Enhance Staff Professional Development (PD)**
    - i. **Objective 1:** By June of 2028, achieve participant satisfaction rates of at least 75% from feedback indicating that the district's professional development opportunities enhanced skills and knowledge relevant to staff roles.
  - c. **Improve Student Learning and Instructional Experiences**
    - i. **Objective:** At the end of each academic year until June 2028, student satisfaction scores related to learning and instruction will remain at baseline results or increase above baseline as measured by the annual student survey.

#### Definitions For Our Work

- **Diversity:** The presence, representation, acceptance, and respect of all differences.
- **Equity:** Intentionally offering opportunity, access, and other support to individuals based on their unique needs and circumstances, so they can reach their full potential.
- **Inclusion:** Ongoing, deliberate acts that support the full and authentic participation of all people as welcomed, valued members within a community.
- **Belonging:** The feeling a person has of connectedness from experiencing full acceptance, genuine appreciation, and respect. Belonging is the measure of successfully incorporating DEI into the fabric of a community.

*\*The District adopted the following definition for educational equity means systems are set up so that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income. (WI DPI)*

| Highlighted Updates January 8, 2024  | Key Highlights: January 2024 to January 2025   |
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| <p><b>District Equity Coordination and Leadership:</b> The district explored options and hired a Diversity, Equity, Inclusion, and Belonging Coordinator in the Summer of 2023. The position is responsible for assisting in the execution of short and long range equity goals and strategies supporting the district's strategic plan, mission, and vision. The position also collaborates and facilitates efforts and learning across the district and with the community to sustain a culture of equity, inclusion, and belonging. Next steps will include developing a professional development cycle aligned with the district strategic plan.</p>   | <p><b>District Equity Coordination and Leadership:</b> The next steps from last year were completed with the creation of a long-range DEIB (Diversity, Equity, Inclusion, and Belonging) goals and overview. We've started initial data collection and created next steps for future integration into our professional development cycle.</p>  |
| <p><b>Student Voice/Leadership:</b> MSD is proud to offer a wide range of inclusive student groups (NCOS mentoring circles in grades 3-12, IMMS People of Color Union, IMMS Alliance of Allies, MHS Black Student Union, United Against Hate, Unified, Multicultural Club, IMMS and MHS GSA, MHS Girl Up), with more being added this year. The DEIB Coordinator collaborated with the MHS equity clubs and advisors to create the first annual Equity Picnic. This event brought together over 70 students from MHS and IMMS to engage in community building, leadership development, goal setting, and action planning. High School students have been engaging across the building as well. They've attended events at CEPS, are planning to engage and help with the IMMS Courage Retreat, and will be embarking on a book tour for 4K-5. Looking ahead students will continue to be engaged in planning, thought partnership, and action with the DEIB Coordinator.</p> | <p><b>Student Voice/Leadership:</b> MSD is proud to continue to offer a wide range of inclusive student groups (mentoring circles for grades 3-12, IMMS People of Color Union, IMMS Alliance of Allies, MHS Black Student Union, United Against Hate, Unified, Multicultural Club, IMMS and MHS GSA, Girl Up, Asian American Student Association, and others). High School students have continued engaging across our district to be visible and build community with our younger students. They've attended assemblies at CEPS, helped with the IMMS Courage Retreat, and completed a book tour. Looking ahead, students are planning to expand their time with the lower grades and find ways to make mentorship more systematized. There are also student groups working in various capacities on the 2nd annual equity picnic, the 2nd annual Many United Against Hate Unity Summit, and the 3rd annual Culture Week.</p> |
| <p><b>Addressing Harmful Language &amp; Hate Speech:</b> As a continuation to the work of Meraki Consulting (Percy Brown Jr. and Dr. Rainey Briggs) the DEIB Coordinator has implemented a district tool for interrupting all harmful language and provided training to all MSD staff. Next steps will include community learning, student learning, and an extension staff training in the spring.</p>  | <p><b>Addressing Harmful Language &amp; Hate Speech:</b> Last year the DEIB Coordinator implemented a district tool for interrupting harmful language. Last year, staff were provided training on what the tool is, how to use it, and why it's important. This year we expanded this learning with a now annual staff refresher and 3-12 students are learning how to use the tool via advisory and restorative conversations. Families are also being included via presentations and newsletter communication. Signage has also been a major factor in this work.</p>  |

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| <p><b>Equity Leadership Training:</b> Natural Circles of Support staff provided three sessions of equity leadership training for building equity leaders. The focus of this training has been to build leadership skills in teacher equity across the district and to plan for actions that will improve our systems and sense of belonging with our students. All schools are currently working on systemic equity action plans. In the future, these specialized sessions will become part of the professional development cycle.</p>   | <p><b>Equity Leadership Training:</b> This year we started our transition of taking ownership from our partner organization Natural Circles of Support. We brought in Dr. Val Brown and Katrice Quitter to facilitate 3 learning sessions. The focus of this training was to build leadership skills in educational equity across the district and to plan for actions that will improve our systems and sense of belonging among our students. Moving forward we will continue to offer professional learning specific to the DEIB long-range goals and district high quality instruction.</p> |
| <p><b>Staff professional development for culturally responsive instruction:</b> Learning continues this year with staff in grades K-2 engaging in the binder study of culturally responsive instructional strategies while 3-12 staff are engaging with the cultural behavioral tutorials. These efforts represent the most coordinated intentional equity focused professional development that the District has engaged in as it involves the entire district. The next steps will include continuing with expanding culturally responsive teaching as a foundational part of educational equity.</p> | <p><b>Staff Professional Development:</b> This year we introduced high-leverage instructional practices in partnership with Well Being For All PD to reorganize and refine our instructional approach for all students. Moving forward we want to create consistency in these areas across the district to address and close gaps in both academic performance and behavior. This work also includes all of our past learning from culturally responsive practices. We will continue this work as part of the Equitable Multi-Level Systems of Support (EMLSS) system.</p>                      |
| <p><b>Parent Equity Leadership:</b> The Family Equity Council held its first official meeting on April 26, 2023, and continues to consistently meet each month. The structure of these meetings begins with co-created norms, district/community updates, and then information about the work happening within the district. Members provide feedback and suggestions making this a very collaborative group. Meetings will continue with a focus on growing our membership.</p>  | <p><b>Parent Equity Leadership:</b> The Family Equity Council now named McFarland Schools Equity Collective continues to meet monthly. The structure changed to include guest speakers to provide our families with information. Members can always provide feedback and suggestions making this a very collaborative group.</p>  |