

Walker Elementary School
Site Council 2018-2019
Equity, Diversity, and Inclusion Plan

Our intention is for this draft plan to be a living, breathing document. Site Council will continuously monitor and adjust this plan as we grow and change as a community. We commit to utilizing equity, diversity, and inclusion as our lens for all decision-making at Walker.

Mission Statement:

The Walker Community values diversity, empathy, and perseverance. We honor the entire learning process from mistakes to academic mastery. We teach our students to advocate for themselves and others. We nurture kindness, creativity, and wonder.

ASD Strategic Plan Goal 3: Create and maintain a safe, welcoming, supportive, and inclusive environment of all students and staff

I. Climate & Culture

1. School leaders actively promote a shared vision for equity, cultural competence, and high expectations
 - a. Promote and incorporate mission statement in school community
 - b. On-going cultural agility and implicit bias training for staff and families
 - c. Norms for all school meetings (Staff, PTO, Site Council, etc.)
 - d. Continue climate survey for families
 - e. Create student survey
 - f. Curriculum Mapping to ensure high expectations and standards for all students

II. Curriculum and Instruction

1. School staff educate families and provide needed resources for supporting their children's learning.
 - a. On-going cultural agility and implicit bias training for staff and families
 - b. Continue partnership with SOU Athletics: Wolves to Raiders program

III. Community Engagement

1. School staff ensure families have the opportunity for meaningful involvement in the school.
 - a. Recruit diverse families to be involved in PTO, Site Council, etc.
 - b. All communication goes home in Spanish as well as English
 - c. EDI in events beyond Day of the Child, Indigenous People's Day, MLK, La Lotería
 - d. Create and publish flexible opportunities for families to be involved

2. School leadership includes families on all decision-making and advisory committees and ensures training for such areas as policy, curriculum, budget, school reform initiatives, and safety.
 - a. Site Council leads Strategic Plan Goal 3
 - b. Continue Climate Survey
 - c. Recruit diverse families to be involved in PTO, Site Council, etc.

IV. Capacity Building

1. Professional development activities for all staff (principals, teachers, and paraprofessionals) are aligned to ensure continued growth in content knowledge as well as in instructional delivery.
 - a. On-going cultural agility and implicit bias training for staff and families
 - b. Curriculum Mapping to ensure high expectations and standards for all students
 - c. Opportunity to discuss EDI problems of practice in staff meetings