



# Engaging for Equitable Outcomes

School District of Holmen

2.8.2022

**Belong. Serve. Succeed.**



**Core Values**

- Empowerment ● Equity ● Excellence
- Integrity ● Safety

**Mission**

Preparing students for tomorrow through an engaging and inclusive educational community today.

# Definition of Equity

National Equity Project

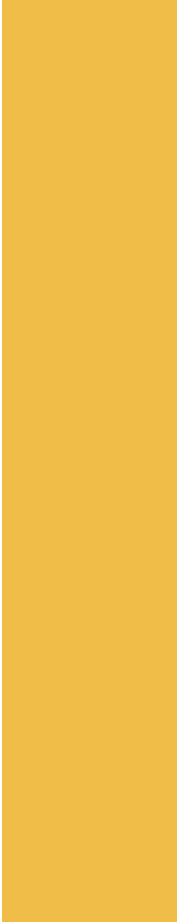
**Educational equity** means that each child receives what they need to develop to their full academic and social potential.

## Feedback from June, 2022

- Make the work that happens here, open and available to all.
- There is a sense that some staff (and school locations) are safer than others in regards to feeling of belonging.
- Teach students how to interrupt racist (sexist, etc.) comment other students made.
- Opportunities to listen to stories or real life that is different from their own.
- Training and resources for how to have courageous conversations.
- Need administration to come out and say we support you AND here are training and resources.
- How do we help empower our students to come forward to administration if they feel wronged.

# Students Diverse Cultural Alliance





All Means All:  
Delivering on the  
Promise of Quality  
and Equity

**Anthony  
Muhammad, PhD**

# Leaders

## Our Updated Focus Areas

<b>STUDENT LEARNING</b> 	<b>FISCAL</b> 	<b>WORKFORCE</b> 	<b>CUSTOMER STAKEHOLDER ENGAGEMENT</b> 	<b>HEALTH &amp; SAFETY</b> 
<p>Each student will succeed in reaching rigorous learning standards as a result of instructors use of an integrated and comprehensive service delivery model.</p> <p>Academic Excellence, Character</p>	<p>Provide and sustain the highest level of student learning in a fiscally responsible manner.</p> <p>Productivity, Sustainability</p>	<p>Recruit, engage, and retain diverse staff, aligned with our students and community, to ensure we are achieving the District's Vision and Mission.</p> <p>Capacity, Capability, Continuity, Engagement</p>	<p>Engage community in our Vision and Mission by listening to their voice, building relationships, and valuing their input to identify opportunities for improvement.</p>	<p>Foster physical safety and social-emotional wellbeing for District staff and students.</p> <p>Physical Safety, Social/Emotional Wellbeing</p>

# School Board

## **Buildings & Grounds Committee**

*Analyze and review current facility utilization, safety, and security measures and upcoming needs as well as determine the district's needs with respect to the growing student population. Make recommendations to the Board such as referendum planning and scheduling, etc., and conduct regular review of policies in the area of facilities.*

## **Finance Committee**

*Assist the Board Treasurer and administration in the review of the District's financial position. Provide guidance and input on fiscal matters as requested and conduct regular review of policies in the area of finance.*

## **Personnel and Governance Committee**

*Provide guidance and direction on Employee handbook development and revisions, contracted services, and any other personnel or governance related ideas, policies and proposals to improve the effectiveness and efficiency of the school district. Conduct regular review of policies in the areas of personnel and general governance of school district operations.*

## **Student Achievement and Learning Committee**

*Focus on the mission of the school district and address matters and issues leading to the improvement of student learning. Conducting a regular review of policy in the area of student achievement and learning, providing oversight of district-level student learning benchmarks, considering student learning initiatives, and monitoring the implementation and progress made of curriculum and instructional programs are functions of this committee.*



## 2021-2022 Next Steps

- How can this group communicate with others about the work underway?
- How could this group engage our community in collaborative efforts to increase equity?