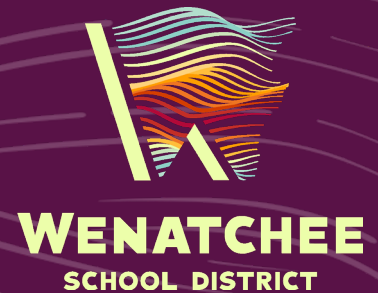


Leading with Diversity, Equity, and Inclusion

*Building a foundation of DEI from which each student emerges
future ready*



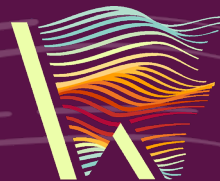
Wenatchee School District

WSD serves approximately 7,600 diverse students and encompasses 7 elementary schools, 3 middle schools, 2 high schools, a K-8 parent partnership school, a virtual learning school, and is home to the regional technical skills center.

We are 1,100 exceptional educators, including full and part-time certified and classified employees, who take pride in serving the more than 7,600 students who attend WSD schools.

Our students are 53 percent Latino/Hispanic, 43 percent White, and 4 percent from other cultural and racial backgrounds. Fifty-five percent of students receive free-and-reduced lunches, and more than 500 are currently experiencing homelessness.

**We Promise to build a
foundation of
diversity, equity, and
inclusion from which
each student emerges
future ready**



WENATCHEE
SCHOOL DISTRICT

Racial equity is when race does not determine quality of life, opportunities, and outcomes

WSD is not achieving racial equity for our students.

Smarter Balance 4 Year Average (2019-2016) in Grades 3 & 8 and 2 year average (2019 & 2018) in grade 10

3rd - Reading (4 yr avg)	3rd - Math (4 yr avg)	8th - Reading (4 yr avg)	8th - Math (4 yr avg)	10th - Reading (2 yr avg)	10th - Math (2 yr avg)
Latino - 26 White - 60	Latino - 30 White - 58	Latino - 35 White - 72	Latino - 21 White - 52	Latino - 42 White - 75	Latino - 15 White - 44



Listening & Learning



2000+
Stakeholders Met



75+
Staff, Student and Parent
Listening & Learning Sessions



63
Community and School
events, visits and speaking
engagements



Stakeholder Survey
1,339 Responses

District Letter Grade
C

**Confirmed Board's
Values**

- Excellence in Learning
- Equity
- Accountability

SWOT Analysis

Strengths

- Caring and qualified staff
- Student opportunities
- Community involvement
- Working together
- Intervention

Weaknesses

- High school
- Student opportunities
- Leadership
- Curriculum
- Facilities



A Slow Walk Toward DEI



Student Voice



Diversity in WSD



Diversity | *I am seen*

We promise to create a school district where students feel free to bring their whole selves, including their race, language, ability, gender, orientation, and lived experience. Diversity strengthens us, and we commit to reflecting our students' diversity in our staff, classrooms, and curriculum.

- // General education classrooms are accessible for students with a range of learning needs and ability levels
- // Communication with families is multilingual and signage in classrooms, schools, and district spaces is welcoming



Equity in WSD



Equity | *I will thrive*

We promise to create a school district where each student has what they need to thrive. That's what equity is all about. The goal is to provide students with guidance and opportunities that build their confidence and promote deeper learning.

- // To the greatest extent possible, all students participate in general education classes, including students with IEPs and English Language Learners
- // Students who need it are provided with differentiated grade-level materials and/or instructional aids



Inclusion in WSD



Inclusion | *I belong*

We promise to create a school district where every student belongs. Students know they are included because their academic, social, and emotional needs are met and because their insights are valued

- // 'Breakfast After the Bell' ensures all students' nutritional needs are met before school begins and eliminates any stigma around free meals
- // Students' voices and perspectives are valued and sought out to inform school improvements and to enhance student-staff partnerships



Diversity in Action



Equity in Action



Inclusion in Action

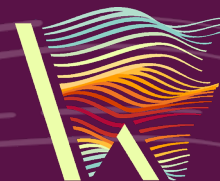


Our Promise & Plan

Detailed Plan

Cabinet Work Plans

**We Promise to build a
foundation of
diversity, equity, and
inclusion from which
each student emerges
future ready**



WENATCHEE
SCHOOL DISTRICT