WAUNAKEE COMMUNITY SCHOOL DISTRICT

DEI Committee: Accomplishments

Progress from Years 1 & 2 of the Comprehensive 3-Year DEI Plan | 2024-2026

Years 1 and 2 established the systems, learning opportunities, student supports, family engagement practices, and policies needed to advance the District's goals for achievement, belonging, and equitable student outcomes.

Key Accomplishments

Area of Focus	Accomplishments
Professional Learning & Staff Capacity	• Embedded DEI learning across the school year, including Speak Up, anti-hate speech policy and reporting-tool training, Title IX, controversial-issues guidance, restorative practices, and culturally responsive practices. • Used the Optimal Learning Environment and Ready for Rigor frameworks to strengthen culturally responsive practice. • Expanded restorative practices and continued work to create more consistent academic and behavioral MTSS practices.
Student Voice, Belonging & MSAN	• Continued the District partnership with the Multicultural Student Achievement Network (MSAN), including student and staff participation in national learning opportunities. • Established MSAN as a formal high school organization and continued opportunities for students to influence school culture and climate. • Expanded Speak Up strategies and learning about inappropriate language, bullying, microaggressions, harassment, and hate speech from grades 7-12 to grades 4-12.
Family & Stakeholder Engagement	• Expanded family communication about DEI work, hate speech, reporting processes, and engagement opportunities. • Provided interpretation services and transportation supports for family events as available, while expanding multilingual communication. • Developed and began implementing practices to involve students and parents in hiring processes and continued annual stakeholder feedback.
Policies, Procedures & Special Observances	• Developed an anti-hate speech policy and a protocol for addressing identity harm. • Created and implemented a districtwide special-observance protocol that includes staff/family messaging, social media, announcements, visuals, library displays, newsletters, staff recognition, and classroom learning conversations. • Began developing lessons connected to special observance months for classroom use.

FOUNDATION ESTABLISHED • SYSTEMS IN PLACE • CONTINUED FOCUS ON BELONGING, ACCESS, AND STUDENT OUTCOMES

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DEI Committee: Next Steps

Priority Work for 2026-2027

With most Year 1 and Year 2 action steps completed, the committee's work can shift from building foundational structures to strengthening implementation, sustainability, and measurable impact.

2026-2027 Priority Areas

Priority	Action Steps	2026-2027 Focus
1. Belonging & Engagement Walks	• Continue Belonging and Engagement Walks across schools to gather direct evidence of students' experiences in classrooms and common spaces. • Use a consistent observation/reflection process to identify strengths, patterns, and opportunities related to belonging, engagement, student voice, and culturally responsive practices. • Share themes with building and district leadership and use findings to identify targeted follow-up actions and professional learning.	**Ongoing**
2. Recruit & Retain a Diverse Staff	• Partner with Human Resources to strengthen recruitment strategies designed to increase the diversity of applicant pools and staff. • Review recruitment pathways, outreach, partnerships, job fairs, and hiring practices for opportunities to reach a broader range of candidates. • Continue meaningful student and parent participation in hiring processes where appropriate and examine hiring data over time.	**HR Partnership**
3. Complete Special Observance Content	• Finish creating high-quality content for special observance months and days so buildings have consistent, ready-to-use resources. • Develop age-appropriate classroom lessons and learning activities teachers can use to move beyond recognition toward meaningful student learning. • Maintain a shared set of staff/family messages, announcements, visuals, library resources, and classroom materials; review and revise annually.	**Complete & Sustain**

Ongoing Commitments

Continue	Monitor & Reflect
• MSAN student and staff learning opportunities • Speak Up and anti-hate speech learning • Culturally responsive practices and restorative practices • Family communication, interpretation, and engagement	• Achievement gaps in reading and math • Student sense of belonging • Disproportionality in behavior incidents • Stakeholder feedback and implementation data

COMMITTED TO CHILDREN • COMMITTED TO COMMUNITY • COMMITTED TO EXCELLENCE