



WAUNAKEE
COMMUNITY SCHOOL DISTRICT

DEI Overview 2025-2026



Committee Structure

- Board of Education DEI Committee
- DEI Steering Committee
- Comprehensive 3 Year DEI Plan



Areas of Focus

- Increase sense of belonging
- Improve academic outcomes
- Decrease behavioral incidents



Academics: Multi-Tiered Systems of Support (MTSS)

- MTSS is a framework schools use to provide targeted support to struggling students.
- The goal of MTSS is to intervene early so students can catch up with their peers.
- It screens all students and aims to address academic and behavior challenges using a tiered approach to interventions.
 - Tier 1 - Universal Instruction
 - Tier 2 - Small intervention groups
 - Tier 3 - Intensive targeted intervention in small groups
- ***MTSS Work Group: Examine System Bias***



Sense of Belonging: Professional Development

- Expansion of Restorative Practices
- Belonging and Engagement Walks
- Equal Opportunity Schools
- “You Belong” Statements
- Implicit Bias



Partnerships





Equal Opportunity Schools

Elizabeth Hernandez

10th Grader

Interested in helping outreach

Trusted Adults

- John Katinsky
- Mike Kohl

Staff Advocates

Study Skills Support

- Jack Little
- Mike Kohl

Stats

AP Comparable

GPA 2.83 ★

STAR Reading ★

PSAT89 EBRW ★

PSAT Total ★

PSAT89 Math

1218/1400

570/800

1010/1600

540/800

**Aspirations**

Educational Goal
Advanced Degree

Curriculum Program Interest

General Interest

**Learning Mindsets and Skills**

Community Leadership Growth Mindset
Purpose for Learning Focus Grit

**Reported Barriers**

Adult Encouragement Barrier
ULC Belonging Barrier
Welcome Barrier
School Access Barrier

Career Interest

I would like to be an activist or a spokesperson for a cause or organization.

Who I am as a Student

I'm really interested in Science and Math, and I try to get the highest class I can be in without having to struggle too much. When I face obstacles, I try to push through or, if I am really stressed, I move on to other things and go back to it later.

Would Like the School to Know

I try my hardest to get the highest grades possible.

Other Readiness Indicators

- Currently Enrolled in Advanced Courses
- Feels Classes are not Adequate Preparation for College

Student has enrolled in AP, but states:

- I don't think I can be successful/get a good grade
- I am not sure I would have classmates to study with or partner with for projects
- I am worried it might hurt my GPA

More likely to take AP if:

- I know that I would have classmates to study or partner with
- I could get extra study/homework support
- I would have access to help from student who took the class before



Universal Instruction

- Develop lessons for all grades that address hate speech/inappropriate language
- Speak Up Training
- Develop lessons for special observance months



Family Engagement

- Access to interpreters
- Transportation to school sponsored events
- Engaging parents in hiring processes
- Introduce text messaging capabilities
- Focus group: parents of students with disabilities
- Parent Night



Policies/Procedures

- Implement revised harassment policy
- Develop a plan for progressive response to harassment behavior incidents
- Continue development of content for special observance months



Questions?

