

WATERLOO
SCHOOLS



UNFOLDING FUTURES

Equity

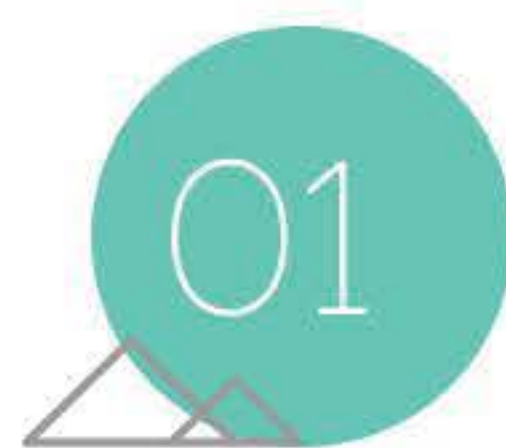
Programs

Waterloo Community
School District
Equity Initiatives

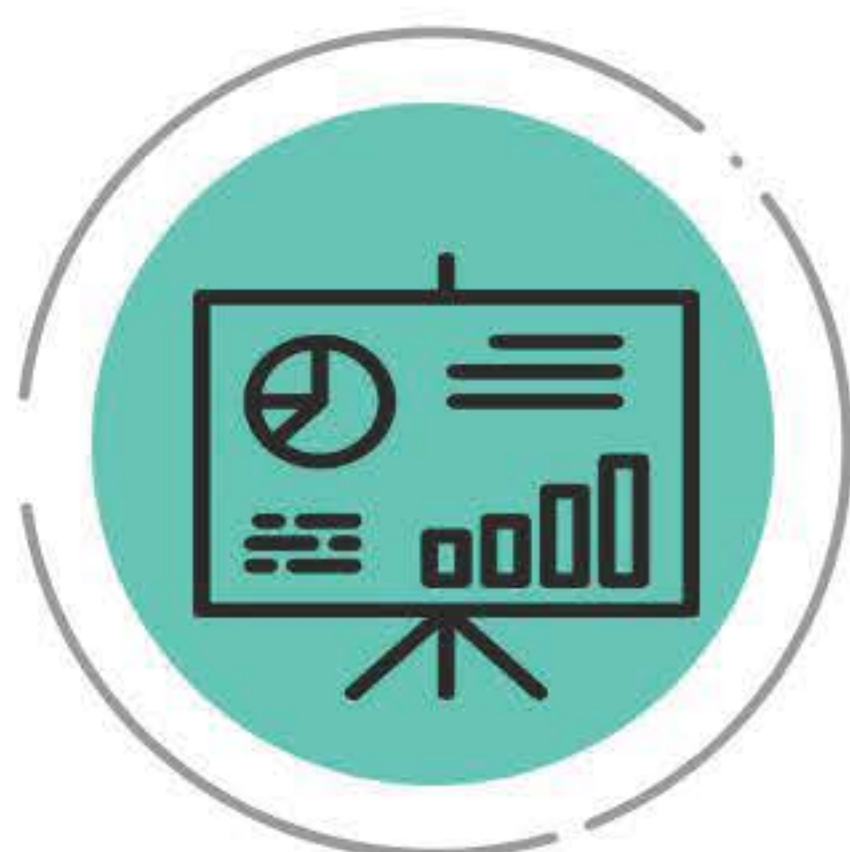
Updated 6/4/21

About this Document

Waterloo Community School District (WCSD) continues to expand our equity work within and beyond the district. Below is a brief introduction to our many new, planned and ongoing resources and activities related to ensuring an equitable school and work environment.



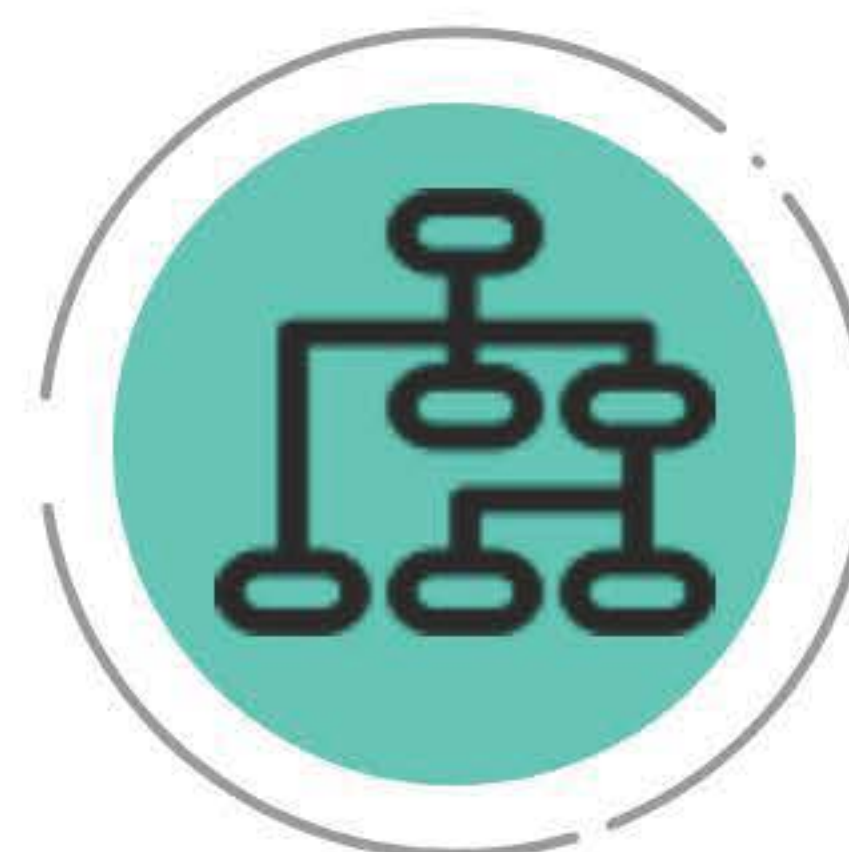
In Development



Innovative and Transformative Equity Professional Development research project



Foster Hiring Process Equity: Ensuring implicit bias is mitigated and our teaching staff is diversified



Examining our hiring and recruitment process for barriers to applicants with disabilities



Evaluating how we can create a better work environment for individuals with disabilities and LGBTQ employees



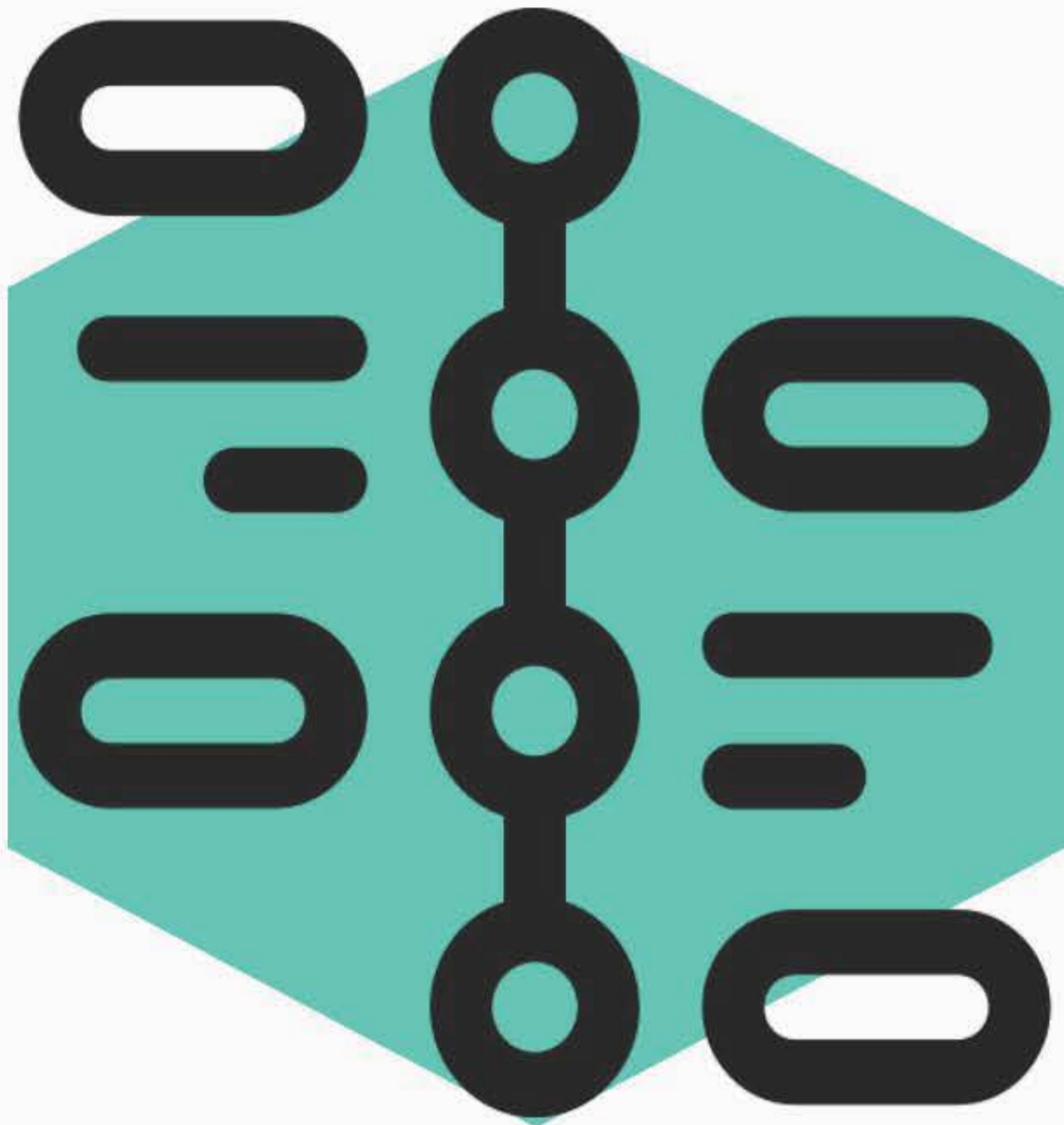
Developing an evaluation process and conducting the progress monitoring of current equity programs and initiatives



Building online Equity Resources, Research, and Outreach pages for the WCSD website that are updated regularly



New This Year



- Equity Evaluation Framework solidified with administrators with planned implementation in 2021-22 evaluation cycle
- Teacher well-being survey: checking in on teachers of color teachers in particular regarding health and well being
- Meetings with staff of color on inclusion, recruitment and retention
- Hiring committee selection and training developed by WestWind
- Updated & expanded AA/EEO report, incorporating goals and new initiatives
- Partnership with Lincoln HBCU for diverse teacher placements in our district upon graduation
- "Ignite" Pre-Apprenticeship program with John Deere, Hawkeye, Tech Works, Grow Cedar Valley and others with a focus on diversity in manufacturing
- Joined the National Grow Your Own Network to further develop the Teach Waterloo program

Outcomes & Updates



AA/EEO Report*

Expanded scope, with long term qualitative and quantitative goals set by district and equity committee



Staff of Color Meetings - First Tuesday of Every Month

Prioritized Ideas from our Staff:

- Opportunities for POC voices to be heard
- Meetings about education in the district
- Monthly networking opportunities



Hiring Committee Training

WestWind has provided training videos and materials for teacher and administrator equity-focused hiring committees. Materials are being reviewed.



Teacher Wellbeing Survey

Additional condensed survey developed for more frequent check-ins.
Follow up scheduled for end-of-year comparison

Current Programs, Groups & Initiatives

- Dual Language Immersion Program: Spanish & French with English at the elementary level
- Equity Coaching/Training professional development through WestWind the past three years
- Skills & Careers Youth Exploration Fair with UNI-Cue and Teen & Education Center of the Cedar Valley Boys and Girls Club

- IASPA (Iowa Association of School Personnel Administrators) participation to analyze issues of recruitment & hiring
- UEN (Urban Education Network) minority recruitment consortium
- Equity Implemented Partnership: Research Practice Partnership (RPP) with UNI Center for Educational Transformation

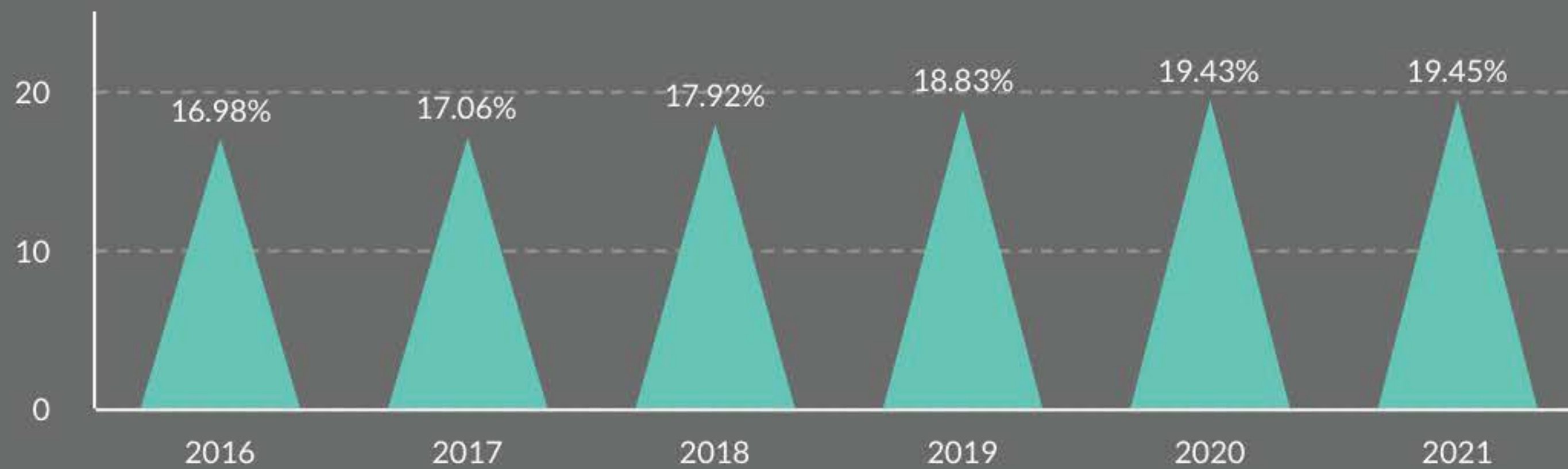
- High School Gay-Straight Alliance groups
- CultureFest celebration of our community diversity
- Teach Waterloo grow your own partnership with UNI & McElroy Trust
- HBCU & HSI recruitment fairs for teachers of color
- Future Educator Club with WCC, UNI-Cue, UNI, Hawkeye & NSBCPA

- Meetings with staff of color regarding recruitment and retention of staff of color
- Equity Evaluation model for teachers
- Monthly Equity Committee
- WCC Pre-Apprenticeship Collaboration
- East High AAMAS - African-American Males Achieving Success



Quick Facts

Staff Racial & Ethnic Diversity



One in five staff members is a person of color. Teacher and staff diversity overall has been increasing over the past five years.

We have the highest percentage of teachers of color in the Urban Education Network of Iowa (UEN Iowa).

45 different languages are spoken by students in our district.

UMETT (UNI Minority Educators of Today and Tomorrow) summer program partnership with Hawkeye Community College & University of Northern Iowa. We will be the first in the state.

*WCSD AA/EEO Report (Click to View).

The WCSD Equity Committee meets on the first Wednesday of every month, 4-5pm. contact Evan Gratteau-Zinnel for further details and information about our activities and how to join the committee.

Evan Gratteau-Zinnel
gratteauzinnel@waterlooschools.org
319-433-1870

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