

# ALL STUDENTS BELONG

## AN AUDIT & PLAN FOR INCLUSION

**METHODOLOGY:** During the 2021-2022 school year, Gresham-Barlow School District interviewed 1,658 k-12 students, 402 families and staff and conducted a student designed Equity Survey 9th-12th. This is a sampling of the results and the Year One Inclusion Plan for removing barriers and increasing equity across the district.

### STUDENT QUOTE

### DATA

### COMMITMENT

"I just want my family, who is from Mexico, to be in my school and most of the time that is not true. This makes me sad".

-2nd Grader

1. OUR FAMILIES ARE NOT INCLUDED  
735 Students = 44 %
2. KIDS SHOULD BE MORE INVOLVED  
1066 Students = 64 %
3. CULTURAL BELONGING IS KEY TO CHANGE  
691 Students = 42 %

1. Establish an Educational Equity Advisory Committee (EEAC)
2. Curriculum Adoption Process- student & family inclusion
3. Create Cultural Belonging for students & families
4. Rework website for equity & resources



EQUITABLE ACCESS & INCLUSION

"Part of being a community is keeping everyone safe. That is why we work together to learn our fire and earthquake drills so everyone knows what to do. It should be the same with racism."

-3rd Grader

1. DO I FEEL SAFE BEING LGBTQ?  
"UH NOT REALLY"  
92% of LGBTQ Students
2. YES, THERE IS RACISM HERE  
828 Students = 50%
3. GIRLS ARE BEING TARGETED IN THIS SCHOOL  
75 Female students

1. All Administration Equity training
2. Analyzing data through an equity lens training for Administration & Coaches



EQUITABLE TREATMENT OF CHILDREN & FAMILIES

"It seems like there are books chosen for the system but not for us. You all have to listen to us for that to change."

-9th Grader

1. WHAT WE LEARN IS IMPORTANT  
890 Students = 54%
2. HOW WE LEARN, IT MATTERS  
720 Students = 43%
3. I WISH I COULD SPEAK MORE SPANISH  
379 Students = 23%

1. We will utilize data to adjust and strengthen our core for all focal groups
2. Dual language Immersion (DLI) Systemic Academic and PD Support



EQUITABLE INSTRUCTIONAL PRACTICE

"I wish teachers would have us think critically about history and really have us look at why we have the system we have in place. Without that we just keep on having this and this is not working for all of us."

-11th Grader

1. WE NEED HELP NOT PUNISHMENT  
763 Students = 46%
2. WE NEED OUR SCHOOLS FOR SUPPORT TOO  
588 Students = 35%
3. I WANT TO SEE MORE TEACHERS LIKE ME  
591 Students = 36%

1. Work with intervention teams (MTSS) to work toward restorative practice
2. Increase staff of color to reflect the student population, in accordance with laws (HB 2001 & ORS 342.437)
3. Rewrite Staff Handbook
4. Develop an equity tech plan to reach, train & support our BIPOC/underserved communities
5. Community input and member on District Budget Committee



EQUITABLE SYSTEMIC PRACTICE

"Equity is when you believe in fairness and work really hard to make sure it is fair. School should be fair, but I am not sure it is." -4th grader.

