Equity, Racism, and Systemic Barriers in Rural Wisconsin: School Counselors as Advocates

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Link to Handouts
Agenda

Introductions

Norms, Beliefs, Definitions

Data Work

Curriculum Work

Action Plan
Introductions

Name

School/setting

Years experience

Current mindset on equity

Goals for session
The Wisconsin Paradox

Dr. Gloria Ladson-Billings (August 2018 Working on the Work Series)

- Wisconsin offers some of the nation’s best public education
- Wisconsin has high graduation rates and high ACT scores
- Wisconsin has a highly qualified teaching force

But

- We have the WIDEST achievement disparities between White and African American students in the NATION
- The question is WHY?
Norms

Equity = Ethical Practice

Tough work + Never done + It's ok to talk about race

2019-2020
Definitions

Handout

Article - Identity-Affirming Schools Need Race-Conscious Educators
Beliefs

School counselors have the ability to be agents of change

We must be comfortable with uncomfortable conversations

Implicit bias can be changed

Self reflection is essential and ongoing

Now is the time to end the reliance on people of color to be the teachers on multiculturalism and cultural competency
Data Work
Data - things to consider

Gaps in achievement, behavior, attendance

- Template - school equity profile
- WISEdash Public / Private

Are there systems in place that create barriers?
Equity Audit

Resources: https://maec.org/res/tools

Are there systems or policies in place that create barriers? (ex. Tech and SES)
Curriculum Work
Goal: All students culturally competent

Starting point: scope and sequence - what is currently being taught at each grade regarding culture, diversity, etc.

- Template - teacher survey (Cultural Competence Curriculum sheet)

Once we know that, we can begin to fill in the gaps in instruction

Assess student knowledge and adjust as needed
Action Plan
So now what?

What do we take from today?

What can we as school counselors do to advocate for our students?

Action plan template