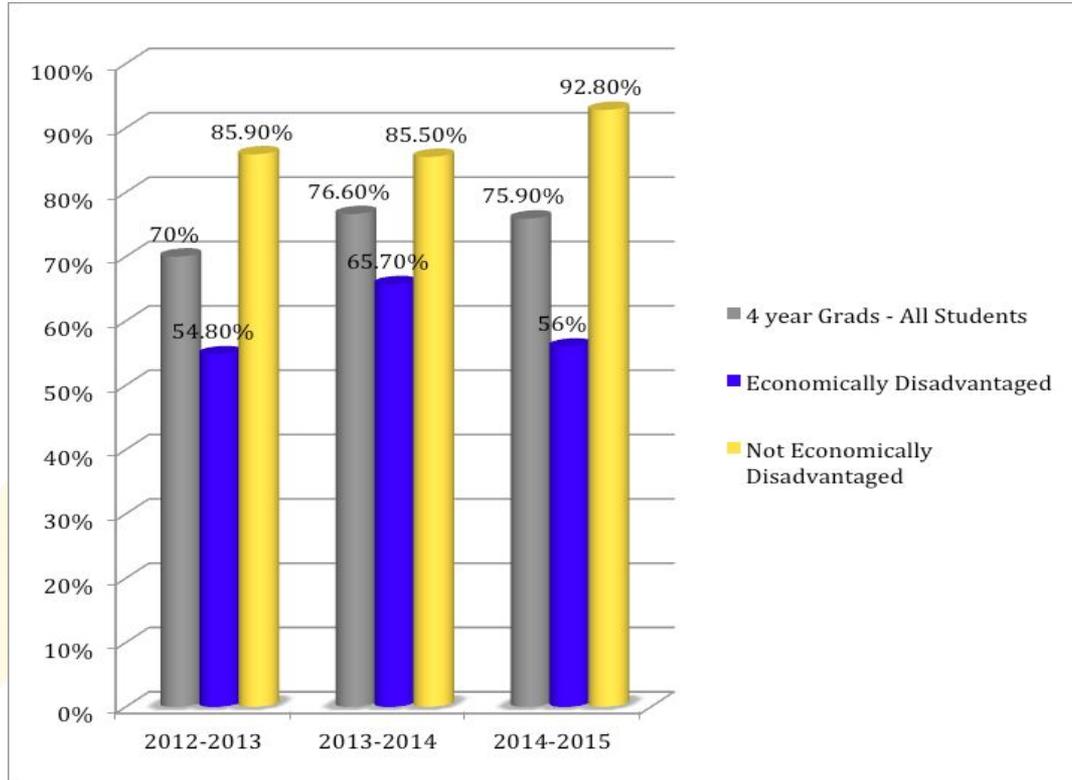


Equity and Inclusion

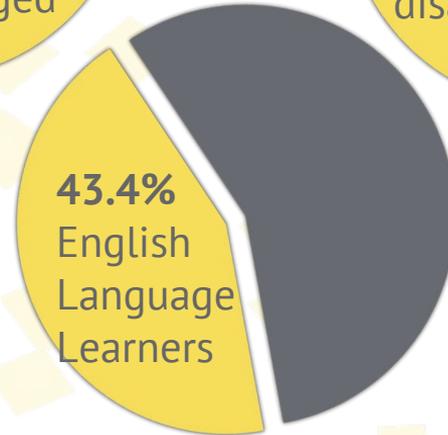
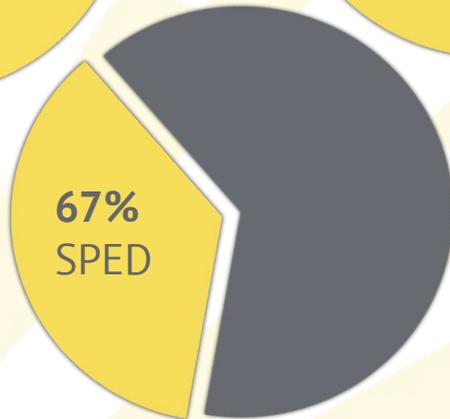
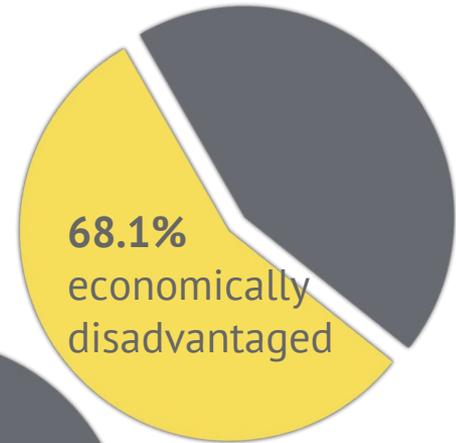
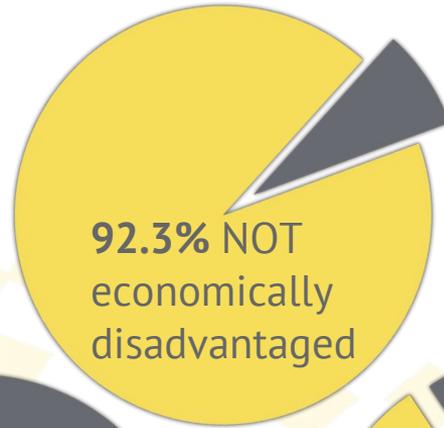
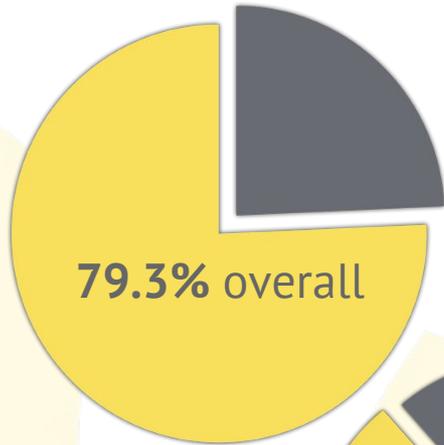
A Journey for All Students to Succeed

Missy Love, Special Education Teacher
Nicole Hyatt, SPED Instructional Facilitator - Elementary
Ashley Lindsay, SPED Instructional Facilitator - Secondary

Newberg Graduation Rates



Newberg Graduation Rates



Newberg At A Glance

- One of Yamhill County's two high-poverty hotspots (McMinnville and Newberg)
- 14 % of the county's population, 23% of its poor, and 19% of its SNAP families live in these areas
- Yamhill Co Unemployment 5% - Newberg: 6.6%
- 10-14% of the population identify as Hispanic/Latino families
- Homeless student rate of approximately 4% (roughly 200 children)



We have to own our data.

Inequities We Saw

In an effort to intervene, students (ELL and SpEd) were placed in remedial classes or self-contained placements.

Once they were placed in those classes, they rarely made their way out.

Achievement & Social Gap got BIGGER and **BIGGER**

Something to Ponder...

If Leveled Texts = Leveled Lives

What does
segregating
children do?

Vision: All Means All

- Each school has the desire, capacity, and resources to support every student.
- A student's neighborhood and community dictate the school attended and not the language spoken or disability present.



Newberg School District is committed to the collective responsibility of All means All where every student belongs and provides valuable contributions to their school community through inclusive cultures of support and acceptance that educate, honor, and celebrate diverse learners.



Equality is giving everyone
a shoe

Equity is giving everyone
a shoe that fits

www.everyday-democracy.org

- We believe student outcomes should not have predictable patterns.
- We reject the notion that equal instruction and resources will result in improved outcomes for diverse learners.

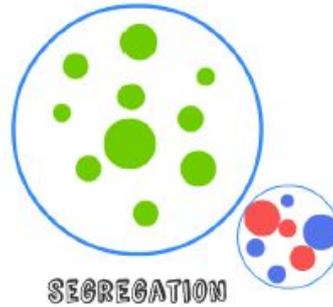
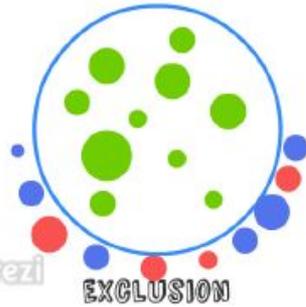
Equity

- Instead, we understand that by providing adequately for students typically on the edge, all student needs can be met.
- For NSD, diverse learning groups includes students whose first language is not English, students who are Gifted and Talented, students experiencing poverty, and students who experience a disability.

Equity Work

- District Wide: Coaching for Educational Equity, Taking It Up, Constructing Meaning, Equity workgroup, Equity Policy
- School: Data disaggregation - grades and achievement by race, gender, disability, and SES, Professional Learning for each team
- Class level: Culturally relevant material and lessons, and UDL





Inclusive Culture Pre-Work

- Advisory Group
- Work Group
- School/District visits
- Parent partnerships and training
- School level meetings and training
- Student Specific plans and training

Gen Ed Work

- Focus on the 5 C's
- Integration of technology with accessibility supports for all
- Universal Design for Learning
- Collaborative Problem Solving
- Constructing Meaning and GLAD
- Behavior as communication & self-regulation training
- Integrating opportunities for SWD in CTE, College/Career Center, and all post-HS planning activities

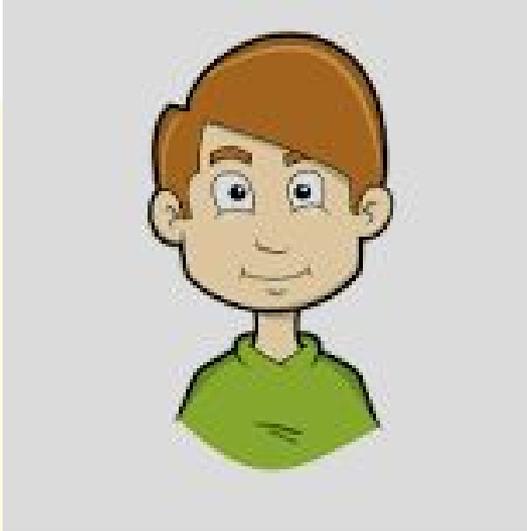
Inclusive Cultures: This Year

- Gen Ed and SPED work is not separate
- Universal Design for Learning training
- Embed SPED teachers in PLCs
- Focus on co-planning and coming alongside gen ed teachers to build their knowledge and capacity

Eight Years Ago....

**We began to
#learnbydoing**

It started with one student...

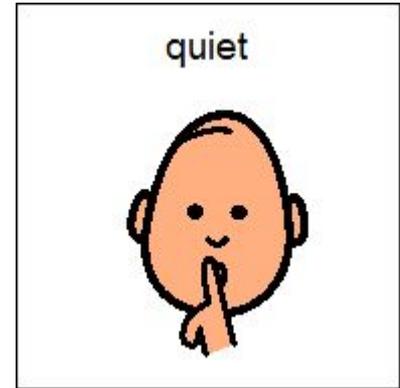
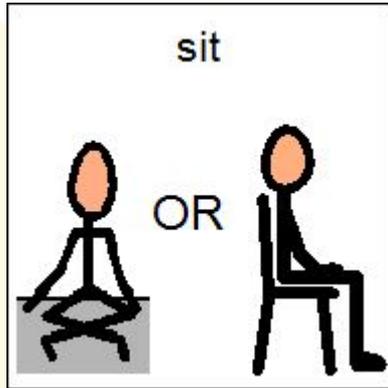


2nd grader new to our building

Extremely challenging behaviors

Program was being closed due to budget cuts

My name is Lewis. I am working on Being in Control. Here is how I show that I am In Control.



I am in Control

Success!



Lessons we learned...

- Collaboration is king! (the notion of the expert swooping in and making the plan for the team doesn't work)
- We do our best work when another setting/classroom is not an option.
- Success looks different for every student, and that's ok.

Fast forward to 2016...



Lucy enrolled as a
Kindergarten student

We quickly pulled the team together and got to work!

- OT/PT
- Aug Comm
- Assistive Tech
- Speech
- Ed Assistants
- Secretaries
- Teachers
- Principal



Lessons Learned

Because in Newberg, we #learnbydoing

- Need STRONG teams that collaborate and communicate well. Strong, reflective teams can adjust
- STRONG leadership that starts at the top and collaborates with the Union
- Focus on the needs of the CHILD and not the needs of the adults or environment
- Big change causes BIG anxiety. Self-regulation skills aren't just for students!
- Get comfortable with the tension, this is messy work





**That first student is now a high school senior, on a college track,
with no behavior referrals in High School**

Don't Forget...It's Messy Work





Thank You!



NEWBERG
PUBLIC SCHOOLS

INSPIRE. INNOVATE. SUCCEED.