



Equity Policy Feedback

Olympia School District
Spring 2022



Student Outcome 4

Our students will have the skills, knowledge and courage to identify and confront personal, systemic and societal bias.

District Improvement Plan - Action Plan Item G.

We will develop and implement a Board Policy on Equity

What is Equity?

Everyone in our learning community receives the resources, attention, and supports needed to reach full potential.

What is Equity?

Educational Equity is:

- **raising the achievement of all students, while**
- **narrowing the gaps between the highest and lowest performing students, and**
- **eliminating the racial (and programmatic) predictability and disproportionality of which student groups occupy the highest and lowest achievement categories.**

-Glenn Singleton

“Courageous Conversations About Race”

OLYMPIA SCHOOL DISTRICT EQUITY POLICY DATA PRIMER EXERCISE

DISTRICT STUDENT DEMOGRAPHICS Oct '21

	Am Indian	Asian	Black	Hispanic	Pac Islander	Two or more races	White	MultiLingual	504	SPED	HiCap	Homeless FRL	Male	Female	Gender X	
	0.50	7.30	3.20	13.60	0.60	11.40	63.30	3.20	4.80	16.80	0.50	1.60	33.00	52.50	47.00	0.40

STAFF DEMOGRAPHICS '19-'20

ALL	0.5	2.3	1	2.9	0.3	1	91.5						25.3	74.7		
BiPOC																
Administration	9.7						90.3									
Teachers	8.2						89.8									
Paras	16.7						83.3									
Office	3.4						96.6									
Food Service	16.7						83.3									
Custodial/BusDrivers	19.4						80.6									
Maintenance	30.8						69.2									

CLASS/PROGRAM ENROLLMENT for '21-'22

Advanced Placement	0.2	16.1	1.6	6.1	0.9	8.3	66.8	1.1	7.8	0.7	15.5	0.4	7.2	48.4	51.3	0.2
International Baccalaureate	1.1	7	3.3	16.5	0.7	7.5	64	4.6	11.4	14.1	4.4	1.8	36	56.3	42.6	1.1
HiCap	0	16.4	0.6	6.6	0	9.7	66.7	0.2	6	3.7		0.8	10.3	58.9	40.2	0.8
Elementary Strings/Band	0.35	8.3	4.4	14.2	0.2	10.8	61.8	2.5	2.1	16.6	8	1.6	32.2			

GRADUATION RATES

Class of '21	100	95	91.7	92.3	75	91.1	91.8	77.3	94.7	62.2	na	73.9	82.5	90.7	93.5	
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STUDENT DISCIPLINE

Percent of Demographic Group who experienced a suspension '19-'20	na	na	3.4	2.3	na	1.9	1.2	na	na	4.9	na	4.1	2.9	1.9	na	
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SENSE OF WELL-BEING

Percent of 3rd through 5th Graders who responded favorable to a "Sense of Belonging at School"	n/c	70	70	67	85	74	70									
responded favorable to a "Sense of Belonging at School"	35	44	41	38	40	35	39									

CURRICULUM

Average Copyright Date

Of approximately 170 adopted Textbooks/Materials	2008															
Newest 2021	Oldest 1981															

SCHOOL FUNDING

	BHES	CES	GES	HES	LOES	LPBES	MES	McKES	McLES	PES	RES
Elementary											
Per Pupil Funding '21-'22	\$11,026.71	\$8,504.41	\$11,430.70	\$10,436.76	\$10,062.99	\$11,494.98	\$10,516.50	\$9,464.08	\$10,462.33	\$8,626.94	\$10,226.20
FRL Feb '22	17.6	17.7	69.9	45.9	27.1	63.1	37	27	32.1	17.9	38.8
Secondary	AHS	CHS	JMS	TMMS	OHS	RMS	WMS	ORLA			
Per Pupil Funding '21-'22	\$9,036.67	\$8,012.76	\$7,900.00	\$8,037.00	\$7,369.49	\$7,864.00	\$7,268.00	\$8,416.52			
FRL Feb '22	37.8	31	46.3	42.2	19.5	34.3	22.1	38.7			

Updated: 04/21/22

Questions

1. Based on the data and/or your own experiences, what might the cornerstone categories, themes, or big ideas for our Equity Policy be?
2. What are the highest priorities that we should focus on immediately, while we simultaneously develop the Equity Policy?
3. What are we missing?