

Policy 0415: Equity

Status: ADOPTED

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The Governing Board believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is integral to the district's vision, mission, and goals. Addressing the needs of every child, every day requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

The Board shall make deliberate decisions to foster learning environments in which every child, every day feels safe, valued, and respected. Board decisions shall not rely on biased or stereotypical assumptions about any particular group of students.

The Board and the Superintendent or designee shall develop and implement policies and strategies to promote equity in district programs and activities, through measures such as the following:

1. Routinely assessing student needs based on disaggregated data.
2. Analyzing expenditures and allocating financial and human resources in a manner that provides all students with equitable access to district programs, support services, and opportunities for success and promotes equity and inclusion in the district. Such resources include access to high-quality administrators, teachers, and other school personnel; funding; technology, equipment, textbooks, and other instructional materials; facilities; and community resources or partnerships.
3. Enabling and encouraging students to enroll in, participate in, and complete curricular and extracurricular courses, advanced college preparation programs, and other student activities.
4. Building a positive school climate that promotes student engagement, safety, and academic and other supports for students.
5. Augment instruction with resources that expand understanding of, and exposure, to diverse perspectives which support and enhance student achievement.
6. Providing and/or collaborating with local agencies to access support services for students in need.
7. Promoting the employment and retention of a diverse staff.
8. Providing district staff with ongoing, researched-based, professional learning and professional development on diversity and educational equity among all students.
9. Review current program evaluations focusing on educational equity and address the academic outcomes and performance of all students on all indicators.

The Board shall regularly monitor the impact of the implementation of this board policy on student achievement.
