

Purpose

The purpose of this policy is to adhere to the racial, socio-economic, educational equity resolution adopted on December 14, 2017, and to establish clear guidelines in the attempt to remove intra-institutional and inter-institutional systems that prevent equitable outcomes for all students.

Commitment to Racial, Social-Economic, and Educational Equity

The District shall systematically and systemically change its practices in order to achieve and maintain racial equity in education. Educational equity for the District symbolizes a place where all students are treated with fairness while recognizing the circumstances that our students face may be different. Equally important, the District shall create an environment that understands providing additional and differentiated resources to support the success of all students shall be fundamentally necessary to achieve racial and educational equity. The District shall foster a barrier-free environment where all students, regardless of race, have the opportunity to benefit equally—educational equity benefits for all students and our community. Students from the District shall graduate equipped to compete in a society and world that is racially and culturally diverse.

Acknowledgment of Historical Racial Inequities

The District acknowledges the history of institutional racism that systematically and systemically prohibited the educational and societal advancement of students. The District recognizes its history in participating in societal ills that have perpetuated racial inequity and discrimination. The District is committed to creating an environment where all student experiences are heard.

Racial Equity Office (REO)

The District shall establish the Racial Equity Office (REO), which shall be responsible for the management, execution, and facilitation of the Racial, Socio-Economic, and Educational Equity resolution. This department shall develop and implement projects in adherence to racial, socio-economic, and educational equity. The REO shall function to create opportunities to eliminate inequitable practices within the District. In addition, REO shall work to identify and best address internal and external inequities that are a direct correlation to barriers that negatively impact achievement for all student groups, with emphasis on African American and English language learners.

The REO shall identify and establish best practices for creating equitable work and learning environments by utilizing critical research methods that have informed culturally responsive practices. The ongoing goals of the REO shall revolve around eliminating systemic disparities and ensuring systemic equity through implementation and progress monitoring.

Racial, Socio-Economic, and Educational Equity Strategic Framework (RESF)

The District shall establish the Racial, Socio-Economic, and Educational Equity Strategic Framework (RESF). This strategic framework shall be a collaborative and integrated effort established in collective impact philosophy, which shall include a variety of internal and external entities.

The REO shall maintain a District website that shall house local, state, and national resources on racial equity and the Racial Equity Site Team's agendas, along with highlighting specific programming and platform opportunities for internal and external stakeholders to engage.

There are seven specific strategic outcomes that shall be the guiding operation and work of the REO:

1. Academic Achievement Equity and Cultural Competence.
2. Instructional Equity.
3. Programmatic Equity.
4. Leadership and Operations.
5. Workplace and Workforce Culture.
6. Internal and External Community Partnerships.
7. Facility and Location Impact.

Statement of Strategic Outcomes

The District shall adhere to the following strategic outcomes:

1. Academic Achievement Equity and Cultural Competence: Enhance educational and instructional practices to prepare all students for college and career while engaging students inclusively, with culturally competent and responsive pedagogy. The practices shall include culturally relevant activities that engage all student groups and intentionally disaggregating and monitoring student achievement data for African-American and English language learners.
2. Instructional Equity: Implement training programs that build teacher effectiveness and enhance cultural competency and culturally responsive instructional practices relative to understanding student social dynamics, various learning styles, and cultural identities. The training programs shall include building systems that support teacher personal growth and development opportunities focused on ensuring teacher quality relative to teacher education, certification, experience, and mobility.
3. Programmatic Equity: Identify key indicators to remove systematic differences and

create equitable access to programs such as early childhood, special education, gifted and talented, dual language programs with English as a second language, dyslexia, advanced placement and collegiate academies, in addition to monitoring and reducing student discipline data relative to African-American students.

4. **Leadership and Operations:**
Advance racial, socio-economic, and educational equity practices and operating systems through accountable leadership.
5. **Workplace and Workforce Culture:**
Intentionally invest in all individuals throughout the district with the purpose of developing a racially diverse and culturally responsive workforce.
6. **Internal and External Community Partnerships:**
Establish the racial, socio-economic, and educational equity collective impact model for the purposes of fostering accountability systems and encouraging civic participation.
7. **Facility and Location Impact:**
Develop facility and location impact priorities for the purposes of establishing mobility solutions, understanding the quality of life of students and addressing the human and social needs of students.

Responsibility

In accordance with this policy, the Superintendent of Schools shall establish such regulations, plans, and procedures as may be necessary and appropriate to accomplish this policy's purpose and intent. Plans and procedures established shall include clear accountability actions and oversight, and shall include metrics for evaluation.

Adoption or Last Amended Date

This policy was adopted on June 21, 2018.