

Opportunity and Equity

Policy type: Executive Limitations

Policy code: EL-X

The CEO shall ensure that the district identifies, acknowledges, and addresses systemic inequities, which contribute to opportunity and achievement gaps for students based on disability, race, ethnicity and socio-economic status.

Accordingly, the CEO shall:

1. Promote and ensure an environment and culture that respects and values diversity of all students and staff and works to ensure that all students reach their full potential by:
 - a. Collecting, disaggregating, analyzing and communicating student performance and program participation data that identifies and acknowledges opportunity and achievement gaps;
 - b. Recognizing and addressing the existence of systemic and institutional bias and inequity for students; and,
 - c. Expecting and supporting staff to expect high academic achievement for all students regardless of disability, race, ethnicity and socio-economic status.

2. Develop and implement a District Equity Plan that aligns with and supports the district's strategic plan by:
 - a. Ensuring equitable access to high quality, culturally relevant curriculum and instruction;
 - b. Providing professional development and training for staff focused on cultural competence and culturally relevant teaching;
 - c. Promoting hiring practices to attract and retain a diverse workforce;
 - d. Valuing and communicating the value of diversity in our schools;
 - e. Engaging families and communities, especially those underrepresented, in partnerships with the district and schools; and,
 - f. Implementing strategies and allocating resources to promote equity and address opportunity and achievement gaps.

Adopted:

xx/xx/xx