

DRAFT EQUITY POLICY

It is the policy of the Board to have a culture of equity that permeates all interaction, decisions, and practices of the District. Equity is defined as the assurance of full access to opportunities for each District student to achieve educational excellence and social responsibility. To ensure that the commitment to having a culture of equity permeates all interaction, decisions, and practices throughout the District, accountability measures shall be implemented. Such measures include, but are not limited to, the following:

1. **Leadership.** Providing leadership by the Board and District employees actively engaging in practices and implementing policies that reflect equity in all aspects of teaching and learning.
2. **Access & Achievement.** Allowing all students the necessary access to achieve by eliminating gaps in access and academic achievement due to current or historic inequities.
3. **Quality.** Providing the necessary resources and services to meet the needs of all students by providing each student with an excellent educational program.
4. **Climate.** Creating a climate that has engaged classrooms, schools, and community.
5. **Accountability.** Requiring accountability by assessing and evaluating policies and practices to demonstrate effort and commitment to improve and meet the District's obligation to provide full access to opportunities for each student to achieve educational excellence and social responsibility.

I. Guiding Principles.

The District will demonstrate its commitment to achieving equity by acting on the "MMSD's Strategic Plan Beliefs." The Board of Education is committed to these principles:

- Schools will be excellent only when students of all demographic groups are achieving at high levels.
- Achieving equity often requires an unequal distribution of resources and services.
- The District will eliminate gaps in access and achievement by recognizing and addressing historic and contemporary inequalities in society.
- The District will recognize and eliminate inequitable policies and practices within the District.
- District and building leadership are critical factors to achieving equity.
- All schools will be desirable because they are equally equitable.

II. Guidelines and Strategies for Implementing the Equity Policy.

To ensure that the Equity Policy is effectively achieving its objective, the Board and/or employees of the District shall be responsible for implementing guidelines and strategies relative to Engagement, Learning, and Relationships.

With respect to Engagement, the Board and employees of the District shall:

- Advocate for adequate funding for all public schools.
- Seek diversity of administrative, academic, and other staff at all levels and in all facilities.
- Expect the Superintendent and/or his/her designee to be responsible for the continual assessment and implementation of this Policy.
- Promote socio-economic diversity in assignments and transfers of students to schools and classrooms.

With respect to Learning, the Board and employees of the District shall:

- Make early childhood education accessible to all children.
- Distribute resources based on student needs.
- Adopt consistently rigorous, culturally inclusive, evidence-based curriculum, and teaching and assessment practices District-wide.
- Promote English proficiency and multi-lingualism.
- Provide opportunities and resources to maximize student learning and personal growth in classrooms with students at various levels of ability to enable optimal benefit for all students.

- Open access to advanced programs, actively recruit students from historically underserved populations, and provide support for all students to be successful.

With respect to Relationships, the Board and employees of the District shall:

- Create a climate that welcomes and values all students, families, and community members.
- Engage families and community members in schools, children's education, and the success of all students.
- Challenge teachers and students to develop an appreciation for all cultures and to learn to thrive in a multicultural society.
- Make opportunities and resources available for teachers and staff to promote recognition that students must take different roads to learn.
- Foster high behavioral and academic expectations for all students.
- Enforce the Code of Conduct uniformly regardless of a student's race, culture, or gender.
- Promote equity principles throughout leadership, teaching, and learning.

III. Application of the Equity Policy and the Guidelines and Strategies for Implementing the Policy.

The Board and the Superintendent shall abide by the Equity Policy and its guidelines and strategies when considering new and evaluating or implementing existing policies and programs.

IV. Monitoring and Evaluating Outcomes of the District's Equity Efforts

To continue to assess the implementation of this Equity Policy, the Superintendent or his/her designee shall create an annual Equity Report that provides information to the Board and the community on how the District is meeting its responsibility to:

1. Advocate for adequate funding for all public schools.
2. Seek diversity of administrative, academic, and other staff at all levels and in all facilities.
3. Make early childhood education accessible to all children.
4. Distribute resources based on student needs.
5. Adopt consistently rigorous, culturally inclusive, evidence-based curriculum, and teaching and assessment practices District-wide.
6. Promote English proficiency and multi-lingualism.
7. Provide opportunities and resources to maximize student learning and personal growth in classrooms with students at various levels of ability to enable optimal benefit for all students.
8. Open access to advanced programs, actively recruit students from historically underserved populations, and provide support for all students to be successful.
9. Create a climate that welcomes and values all students, families, and community members.
10. Engage families and community members in schools, children's education, and the success of all students.
11. Challenge teachers and students to develop an appreciation for all cultures and to learn to thrive in a multicultural society.
12. Make opportunities and resources available for teachers and staff to promote recognition that students must take different roads to learn.
13. Foster high behavioral and academic expectations for all students.
14. Enforce the Code of Conduct uniformly regardless of a student's race, culture, or gender.
15. Promote equity principles throughout leadership, teaching, and learning.
16. Promote socio-economic diversity in assignments and transfers of students to schools and classrooms.

Such Equity Report shall include an evaluation of how well the District is doing to meet its responsibility with respect to the 16 items enumerated above.