

Central School District Educational Equity

The ultimate goal of our educational system is to assure that each and every student, regardless of background, has access to relevant and engaging learning experiences and curricula that they will need in order to thrive today and into the future. This foundation will allow our students to become life-long learners as they adapt to a rapidly changing world.

Thus, our mission is to educate, prepare, and inspire every student to develop the skills, knowledge, and attitudes to successfully pursue their aspirations and achieve their full potential as life-long learners, thinkers, and contributors toward an equitable global society.

To this end, we embrace educational equity as ensuring just outcomes for each student, raising marginalized voices, and challenging the imbalance of power and privilege.

Our community's future social and economic viability will be contingent on our district's capacity to open doors of opportunity for all, and not just a historically privileged few. It is in our common shared interest that all of our children—regardless of racial or ethnic background, gender, sexual orientation, economic condition, or other dimension of identity—receive learning experiences and support that expand opportunities for growth and result in increasingly high levels of achievement, while nurturing passion for learning in their school experience with us, in postsecondary education, and in their work and life.

Educational equity is based on the principles of fairness and justice in allocation of resources, the elimination of institutional barriers to access and opportunity, and the creation of the real possibility of equality in positive academic and life outcomes for each student and between diverse groups of students. It means that students' identities will not predict or predetermine their success in our school district, in postsecondary education, or in life. It is based on a shared commitment to ensure that every student receives what they need to maximize that success, and that we are committed to assure all students' equitable opportunity to learn and flourish.

To achieve educational equity, we commit to:

- Use disaggregated district-wide, school level, and individual student level data to inform district, school, and classroom decisions and monitor progress by race, ethnicity, gender, disability, economics, first language, and sexual orientation.
- Raise the measured achievement of all students while systemically narrowing the gap between our lowest and highest performing student subgroups.
- Eliminate the predictability of disproportionate over-representation of students identified by race, ethnicity, poverty, or gender in special education, discipline referrals and suspensions, and under-representation in gifted-enrichment programs, honors level, or other advanced learning courses or learning experiences.
- Graduate all of our students ready to succeed and thrive in postsecondary education and in the workforce and engage productively in increasingly diverse local, regional, national, and global communities.

In order to achieve educational equity and opportunity for each and every student we will provide every student with equitable access to:

- a high quality and relevant curriculum;
- high interest and accessible co-curricular activities;
- caring, committed, and competent educators; and
- relevant and necessary support services through differentiated resource allocation.

Further, the district will:

- Regularly review current policies, procedures, programs, and staff professional learning for the promotion of educational equity, revising as required, in order to continuously improve student learning and reduce disparities in access, opportunity, and outcomes.
- Create and expect physically and emotionally safe and supportive schools with welcoming and inclusive cultures that positively value and support the diversity of our students.
- Involve students, staff, families, and community members that reflect our district's demographics in contributing to, engaging in, and informing our decisions.
- Work toward a teacher and administrator workforce that reflects the diversity of the student body.
- Provide support for on-going professional development to strengthen all employees' knowledge and skills for viewing their personal and school practices and policies through an equity lens.
- Provide curricula, learning resources, and assessments that reflect the diversity of students and staff, supporting understanding and appreciation of culture, class, language, ethnicity, poverty, and other differences that contribute to the success of our society and uniqueness of each student and staff member.

Legal References

None

Cross References

IA: Instructional Goals

Approved: 00/00/0000

The [Great Schools Partnership](#) encourages state agencies, nonprofit organizations, districts, and schools to use or adapt our policies for noncommercial purposes in the public interest.

GSP Policy Exemplars are the products of examining, excerpting, and rewriting local district policies from public school districts nationwide and are presented here as a starting point for consideration, review, editing, and adoption.