

POLICY 101 RACIAL EQUITY IN EDUCATIONAL ACHIEVEMENT

I. PURPOSE

The purpose of this policy is to ensure that educational excellence and educational equity are provided for each learner. Each of the school district's students deserves respectful learning environments in which the student's racial and ethnic identity is valued and contributes to successful academic outcomes for all students. Through educational excellence and equity, each student in the school district will be empowered and equipped as a lifelong learner with the necessary tools to achieve dreams and contribute to community. The school district will establish and maintain a commitment to educational excellence and equity in its systemic practices, which will support its contribution toward a community free from racially predictable disparities.

II. GENERAL STATEMENT OF POLICY

The school district is committed to raising the achievement levels for each student by creating transformational system change to ensure equitable student achievement.

III. ADMINISTRATIVE RESPONSIBILITIES

- A. School district administration will develop, support, model, and sustain equity-focused and culturally responsive training for staff and students.
- B. School district administration will develop practices that create multiple pathways to success in order to meet the needs of our diverse students, and will actively encourage, support and expect high academic achievement for each student.
- C. School district administration will monitor policies, programs and practices to assess educational equity and work to eliminate racial and ethnic disparities in all district and school-level programs.
 1. Students at the Center
The school district will provide each student with high quality culturally responsive pedagogy.
 2. Equity Leadership Development
The school district will recruit, **employ**, support and retain a workforce that reflects the diversity, including racial diversity, of enrolled students, as well as culturally competent administrative, instructional and support personnel.
 3. Culturally Responsive Leading, Learning, and Teaching Practices
Consistent with state regulations and school district policy, the school district will provide materials and assessments that reflect the diversity of students and staff, and are geared towards the understanding and appreciation of race, culture, economic status, language, ethnicity, ability and other differences that contribute to the uniqueness of each student and staff member.
 4. Family and Community Engagement and Empowerment
Each school and program will seek community input and create a welcoming culture and inclusive environment that reflects and supports the racial and cultural diversity of the school's student populations, their families, and communities.

Revised:

Policy 101 Adopted: 11/22/16

School Board

INDEPENDENT SCHOOL DISTRICT 279

Maple Grove, Minnesota

Cross Reference:

Policy 104 – School District Mission Statement