

School District

Equity in Educational Achievement

I. Purpose

~~The purpose of t~~This policy is to define the school district's practices in ensuring equity of education and excellence for all learners. ~~The district defines "Equity" as creating the conditions to the best of our ability to ensure we meet our vision for each and every student to discover their possibilities and thrive. We believe it is critical to eliminate barriers to success and provide the supports, opportunities, and environment so that each and every student can reach their full potential.~~

II. Policy

~~Edina Public Schools~~ The school district is committed to raising the achievement levels of all students while eliminating disparities in student achievement to ensure educational equity and excellence. ~~This commitment applies to all students regardless of for students~~ race, color, creed, religion, national origin, primary language, sex, status with regard to public assistance, disability, age, or sexual orientation, including gender identity or expression. ~~of all races and ethnicities.~~ The school district ~~shall~~ will annually assess ~~the district's~~ its progress in this commitment ~~as outlined in the district's data metrics plan~~ and implement action strategies to address areas of concern.

III. Administrative Responsibilities.

- A. ~~School~~ District administration will develop, support, and sustain equity-focused training for students, staff, ~~school board~~, and community members.
- B. District administration will develop ~~and implement policy and~~ procedures that ~~open doors to instructional excellence through all levels of the district's curriculum, courses, programs, and activities, and promote pathways to college and career opportunities~~ ~~provide equal access for all students regardless of race, color, creed, religion, national origin, primary language, sex, status with regard to public assistance, disability, age, or sexual orientation, including gender identity or expression.~~ ~~of all races, and and ethnic backgrounds to all levels of the district's curriculum, courses, programs and activities.~~ ~~In alignment with the strategic plan,~~ ~~t~~The school district will support and retain quality, culturally competent staff with increasingly diverse backgrounds, experiences, and perspectives. The

district will set goals, strategies and supports for retaining staff of color and work toward the 5-year goal for creating a staff that is more reflective of the students they serve.

C. District administration will monitor policies, programs, and practices to assess equal access and work to eliminate racial and ethnic disparities in all district- and school-level programs for students regardless of race, color, creed, religion, national origin, primary language, sex, status with regard to public assistance, disability, age, or sexual orientation, including gender identity or expression. of all races and When necessary, the administration will develop action plans for addressing inequities and disparities which could include:

- 1. Instruction and social emotional learning that is aligned to student needs. ~~Appropriate intervention programming~~
- 2. ~~Additional support programs~~ Monitoring and responding to ensure access to high quality instructional programming designed to accelerate learning.
- 1. ~~Additional support programs~~
- 2. ~~Appropriate intervention programming~~
- 3. ~~Accelerated skill development~~ Working with internal and external partners to remove barriers to out-of-school time programming, including activities and athletics.
- 4. ~~Family support programs~~ Culturally responsive family outreach and engagement programming to build partnerships.

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INDEPENDENT SCHOOL DISTRICT NO. 273 Edina, Minnesota