

DISTRICT EQUITY POLICY

The Beaverton School District is a community of learners committed to equity and the success of every student. This commitment means that student success will not be predicted based on race, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial proficiencies. Equity in education is about inclusiveness and social justice and not to be used interchangeably with the principles of equality. The principle of educational equity goes beyond formal equality where all students are treated the same. Instead, educational equity fosters a barrier-free environment in which all students have the opportunity to benefit equally. Equity is achieved when there is sufficient evidence that each child has a high-quality educational experience, and outcomes and successes are not predicted by student subgroup membership.

The benefits of inclusive and socially just education are immense. Education is a determining factor in our students' future health, means of economic support, successful parenting, civic involvement, and contributions to society. The creation of a more equitable and just society hinges on actualizing the principles of educational equity.

In order to break the predictive link between student demographics and student achievement, the District must apply the principle of equity to all policies, programs, operations, and practices and ensure all students have access and opportunity to high quality education.

We believe:

- every student can learn at the highest levels when all staff provide equitable access and opportunity for learning, and hold every student to high expectations;
- maximizing the academic achievement of every child requires allocating resources equitably, not equally;
- every adult in the District should have the moral imperative, collective ownership, and will to act to eliminate disparities and prepare all students to be college and career ready and;
- all families play a critical role in supporting their children's educational goals.

To realize our beliefs the District will:

- use data, disaggregated by race, ethnicity, language, special education, gender, sexual orientation, socioeconomic background, and mobility (when available) to inform all district decision-making;
- create and nurture an inclusive and welcoming environment for all students, families, and staff;
- provide students with equitable access to a high quality curriculum, effective teachers and principals, support, facilities, and sufficient support services, even when this means differentiating resource allocation;
- recruit, hire and retain high quality personnel that reflect student demographics at all organizational levels ;
- support personnel at all organizational levels to engage in culturally responsive practices and delivery of service;
- identify and mitigate culturally biased instructional materials, assessments, and pedagogies that result in achievement disparities;
- incorporate the voice and perspectives of students, families and communities that reflect student demographics into decisions that benefit student success and;
- ensure that the District Strategic Plan embraces the principle of equity as a key feature and outlines measureable outcomes to attain the goal of preparing all students for college and career readiness.

END OF POLICY
