

**Parkrose School District
Educational Equity Policy
Summer 2012**

The Board of the Parkrose School District is committed to the success of each and every student in all of our schools. The compelling interest and mission of the Parkrose School District is for each student to reach high levels of reading and thinking and to graduate prepared for success in college or a career. We know that each student has the potential to achieve this mission and that it is our responsibility as a school district to provide each student the best opportunities and highest levels of support to reach their educational potential.

In light of this compelling interest and mission, the Parkrose School District recognizes a persistent and unacceptable achievement gap between white students and other groups of students such as students of color, students who do not speak English as a first language, students of differing abilities and students in poverty. Historical data has demonstrated time and again that white students who speak English and who have moderate to high economic status achieve higher on assessments of basic academic skills than all other students. Closing the achievement gap while raising achievement for all students is the top priority of the Oregon Board of Education, the Parkrose Superintendent, the Parkrose Board of Education and all Parkrose School District staff. Race, ethnicity, language, disability and socio economic status must cease to be the predictor of educational success in our school district. The responsibility for these disparities rests with the adults in our educational system, not the children.

To that end, the Board establishes the following goals:

1. The District shall provide every student with equitable (not equal) access to high quality and culturally relevant instruction, curriculum, support, facilities and educational resources for all students. This is true even when this means differentiating resources to accomplish this goal.
2. The District shall create multiple pathways to success in order to achieve this goal and meet the needs of highly diverse students. The District will actively encourage, support, and expect high academic achievement for students from all racial, ethnic, linguistic, cognitive and socio economic groups. This includes students of diverse sexual orientation.
3. The District shall recruit, employ, support and retain racially and linguistically diverse and culturally responsible administrative, instructional and support personnel. It shall provide professional development to strengthen employees' knowledge and skills in eliminating racial and ethnic disparities in academic achievement. We shall strive to match our diversity of personnel to the diversity in our students.

4. The District shall remedy the practices, including assessment, that lead to the over-representation of students of color, linguistic differences and low socio economic status in areas such as special education and discipline as well as the under-representation of diverse students in talented and gifted and advanced placement programs.
5. The District shall welcome all families including underrepresented families of color, including those whose first language is not English, as essential partners in their student's education, school planning and District decision-making. "Family" shall be defined broadly.
6. The District shall provide equitable educational opportunities to all genders.

The Board of Education of the Parkrose School District will hold the Superintendent and administration accountable for making measurable progress in meeting these goals. Every Parkrose School District employee is responsible for the success and achievement of all of its students without regard to race, ethnicity, religion, cognitive ability level, sexual orientation or socio economic status.

The Board of Education will require that the Superintendent report to the Board District progress on these goals at least annually.