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## ADMINISTRATIVE POLICY

### Equity ADM-A010

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Policies are periodically revised. For the most recent version, please visit <https://salkeiz.sharepoint.com/qam/SitePages/Home.aspx>

1. The Salem-Keizer School District is committed to equity and the success of every student.
2. This commitment means that student success will not be predicted nor predetermined by race, national origin, religion, disability, economic circumstance, mobility, native language, sexual orientation, gender identity, or level of proficiency upon entering our schools.
3. Equity in the Salem Keizer School District will not be confused with equality where all students are treated the same. Equity will be attained when the achievements of our underserved students match the outcomes of students in the dominant culture. While efforts have been made to close the achievement gaps between students, those gaps still exist as does the disparity in graduation and dropout rates.
4. We acknowledge that equity is both a process and an outcome, which demands a relentless commitment to make changes to our systems, which is necessary to achieve our vision that all students graduate and are prepared for a successful life.
5. To change the outcomes for traditionally underserved students, the District must apply an equity lens to all policies, programs, operations, and practices and ensure that all students are provided high quality education. To that end, the District holds the following beliefs:
  - 5.1. All students bring assets to school in the form of language, culture, knowledge and skills and those assets create an enhanced learning environment for everyone.
  - 5.2. Efforts around equity increase achievement of all students, not just those in underrepresented, under-served, or marginalized populations.
  - 5.3. Educators have tremendous opportunity and responsibility to positively change the course of students' lives.
  - 5.4. Individual school communities possess unique characteristics that deserve to be honored and celebrated.
  - 5.5. Parents and community partners are essential stakeholders and must have a prevalent voice in the decision making process.
  - 5.6. The District must provide leadership on the issues of equity within our community.
6. To realize our beliefs, the Salem-Keizer School District will:
  - 6.1. Create and/or change policies and practices to ensure an equitable system.
  - 6.2. Actively seek and analyze relevant disaggregated data through an equity lens and use that data to inform decisions regarding the allocation of resources in order to:
    - 6.2.1. Provide students with equitable access to experienced teachers, high quality curriculum and instruction, extracurricular activities, and support services.
    - 6.2.2. Inform District practices on hiring and staffing, professional development, and district leadership.

6.2.3. Develop and implement the Strategic Plan.

6.3. Identify, eliminate, or modify practices that perpetuate achievement disparities and lead to disproportionate levels of student success including inequitable discipline and exclusionary practices.

6.4. Have a culture that is inclusive, welcoming, and celebrates the diversity found within our community.

6.5. Recruit, support, retain employees who care deeply about and/or reflect the diversity of our student population.

6.6. Ensure that staff receive professional development related to equity and culturally responsive practices and monitor implementation of that learning.

6.7. Engage regularly in reflective practices and assessments to monitor the impact of our efforts to ensure equitable outcomes.

**Revision History:**

Date	Revision	Description
1-23-17		New policy approved by Cabinet

**Approved By: Superintendent**      *(approval on file)*