

Policy ACJ: EDUCATIONAL EQUITY

Status: ADOPTED

Original Adopted Date: 09/22/2020

(Equity and Inclusion)

The Board of Education of North Kansas City Schools champions all students' success and believes that they deserve learning environments in which their racial and ethnic diversity is valued and contributes to their academic success. We believe that diversity is the strength of the school district and it requires that we work systemically to eliminate racial inequalities and inequities.

The Board acknowledges the complexity of historical factors contributing to inequities within our education system. Rather than uphold these practices that perpetuate lower predictable outcomes of our students based on, but not limited to, race, ethnicity, gender identity, sexual orientation, socioeconomic status, religion, national origin, language and disability, we will hold the district accountable by working to create an education environment that is barrier free.

Eliminate Systemic Disparities

To interrupt systems that perpetuate inequities, North Kansas City Schools will:

1. Develop the personal stance, professional and organizational skills of staff to address the presence of all forms of oppression.
2. Include the diversity of thought by inviting students, patrons and staff to the table when reviewing challenges that can be solved in an adaptive nature, rather than implement a technical process or solution that further creates barriers within our district.

To center our work on four pillars of commitment to interrupt inequalities and inequities, North Kansas City Schools will:

1. Create a High Performing Culture and Climate for All Students (Build Positive Relationships with Students and Staff Academically and Socially).
2. Improve All Students' Academic Experiences/Outcomes (Promote Student Learning through Innovative Practices and Align Talent with Opportunity and Needs).
3. Support Student Well-Being and Increase Students' Sense of Belonging (Promote Student Advocacy through Student Support and Programming).
4. Develop Pathways for Family and Community Engagement (Increase Effective Family and Community Partnerships that Lead to Equitable Outcomes for All Students).

Under these pillars, our work will be organized through:

1. Each school will maintain a diversity council that provides training and structures that provide student voice in planning and decision making in school rules, procedures and protocols. Students will also learn to more effectively communicate with their fellow students and staff using restorative practices.

2. Training for our district leadership in the formation of policies, practices and protocols that ensure equity in the district. These will include practices that result in diminishing disproportionate outcomes for students in student achievement and student discipline. Accountability measures will be monitored as part of the staff evaluation system. These measures will also include practices that increase equity related to staff recruitment, hiring and retention practices.
3. Training staff on culturally responsive teaching methods and monitoring their use of those methods regularly. Providing students with a curriculum where all students can see themselves reflected in positive ways.
4. Empowering our district patrons to have a voice in how we work toward equitable outcomes through the use of community forums that not only invite parent/patron voice, but seek it out in all areas of the community that will inform agenda setting and decision making at all levels.

Implementation and Monitoring

The Board directs the superintendent to develop and implement a systemwide equity plan with goals and accountability for academic improvements for district students. Annual reporting of progress on this plan will be provided to the Board, staff, students and patrons.

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Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.
