

San Jose USD

Board Policy

Equity

BP 0210

Philosophy, Goals, Objectives and Comprehensive Plans

The Governing Board values the contributions made by all members of our diverse community of students, staff, parents, and community groups to our mission and goals. We believe that equity of opportunity, and equity of access to programs, services, and resources are critical to closing the achievement gap between our identified student groups; Hispanic, English Learners, African American, Caucasian, Asian, low socioeconomic status, and students with disabilities.

The Board recognizes that certain groups in our society have not demonstrated academic success equitably. Systemic inequities and lack of instructional rigor are essential causes of low academic achievement. Socioeconomic, culture, race and gender are key categories for which measurable outcomes will be analyzed.

The Board further recognizes that such inequities leads to educational, social, and career outcomes that do not accurately reflect the abilities, experiences, and contributions of students, employees, parents and community partners. Such inequitable treatment limits future success and prevents individuals from making a full contribution to society.

The Board is therefore committed to ensuring that equity and inclusion are essential principles of our school system and are integrated into all policies, programs, operations, and practices. Furthermore, the Board believes in equal out comes for ALL students and equal opportunities for ALL employees.

The Board will therefore ensure that:

1. The District maintains a Voluntary Integration Plan (VIP) whose purpose will be to:
 - a. Prohibit and correct intentional discrimination in any District program or activity on the basis of race, gender, color, ethnicity, or national origin;
 - b. Prevent racial or ethnic isolation in District schools;
 - c. Outline the reasonably feasible steps the District will take to correct racial or ethnic isolation identified in District schools;
 - d. Foster student integration and diversity; and
 - e. Ensure equal educational opportunity and access for all students.
2. The curriculum in our schools accurately reflects our demographics and opportunities are provided for student voice to be shared.
3. Opportunities to develop the confidence to challenge practices that deny equitable access to services and instruction in the District are provided without fear of retribution.
4. All students are provided with equitable opportunities to be successful in SJUSD; institutional barriers to such success are identified and removed; and all learners are provided with support and rewards to develop abilities and achieve aspirations.
5. An aggressive plan is in place to recruit and retain highly qualified teachers and administrators who reflect the diverse community of SJUSD. Hiring and promotion practices are non discriminatory, and promote equitable representation of diversity at all organizational levels; all employees have equal opportunities for advancement; employee skills and knowledge are valued; and have equitable access to available support for professional development needs.
6. The professional development of all staff will encompass research-based methodologies to improve the quality of leadership, support and instruction for ALL students.
7. The contributions of our diverse community of parents and stakeholders to our schools are valued and

encouraged; and they are provided with equitable opportunities for working with staff and with each other for the benefit of all students.

8. Students, employees, parents, and community partners are provided with fair and effective processes and procedures for resolving concerns and complaints that may arise from experiences of unfair or inequitable treatment within the school system.

9. Financial and human resources are provided to support the work of staff, students, parents, and community groups, in promoting equity and inclusion in the school system.

10. Procedures are aligned to the District Strategic Plan for implementing, reviewing, assessing and developing policies, programs, operations, and practices that promote equity in the district and for making changes where necessary.

Legal Reference:

EDUCATION CODE

51002 Legal development of programs based on stated philosophy and goals

51020 Definition of goal

51021 Definition of objective

Management Resources:

PROFESSIONAL PUBLICATIONS

www.Gamutonline.net/displaypolicy San Bernardino 6012.1-6012.4

Toronto District School Board, Equity Foundation Statement & Commitments to Equity Policy Implementation. 2000.

Antiracism and Ethno cultural Equity in School Boards. 1993. Ministry of Education and Training, Ontario.

EdEquity, Inc.

SJUSD Strategic Plan

Policy SAN JOSE UNIFIED SCHOOL DISTRICT

adopted: May 13, 2010 San Jose, California