

CSBA Sample

Board Policy

Equity

BP 0415

Philosophy, Goals, Objectives and Comprehensive Plans

Pursuant to Education Code 201, California schools have an affirmative obligation to combat racism, sexism, abilities, and other forms of bias, and have a responsibility to provide equal educational opportunity to all students. Education Code 220 prohibits discrimination on the basis of disability, gender, gender identity, gender expression, nationality, immigration status, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code in any program or activity conducted by the district.

The Governing Board believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is integral to the district's vision, mission, and goals. Addressing the needs of every child, every day requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

(cf. 0000 - Vision)

(cf. 0100 - Philosophy)

(cf. 0200 - Goals for the School District)

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 5145.3 - Nondiscrimination/Harassment)

The Board shall make deliberate decisions to foster learning environments in which every child, every day feels safe, valued, and respected. Board decisions shall not rely on biased or stereotypical assumptions about any particular group of students.

(cf. 6173 - Education for Homeless Children)

(cf. 6173.1 - Education for Foster Youth)

(cf. 6174 - Education for English Learners)

(cf. 6175 - Migrant Education Program)

(cf. 9000 - Role of the Board)

(cf. 9310 - Board Policies)

The Board and the Superintendent or designee shall develop and implement policies and strategies to promote equity in district programs and activities, through measures such as the following:

1. Routinely assessing student needs based on disaggregated data.

(cf. 0400 - Comprehensive Plans)

(cf. 0460 - Local Control and Accountability Plan)

(cf. 6162.5 - Student Assessment)

2. Analyzing expenditures and allocating financial and human resources in a manner that provides all students with equitable access to district programs, support services, and opportunities for success and promotes equity and inclusion in the district. Such resources include access to high-quality administrators, teachers, and other school personnel; funding; technology, equipment, textbooks, and other instructional materials; facilities; and community resources or partnerships.

(cf. 0440 - District Technology Plan)

(cf. 3100 - Budget)

(cf. 4113 - Assignment)

(cf. 7110 - Facilities Master Plan)

3. Enabling and encouraging students to enroll in, participate in, and complete curricular and extracurricular courses, advanced college preparation programs, and other student activities.

(cf. 6141.5 - Advanced Placement)

(cf. 6143 - Courses of Study)

(cf. 6145 - Extracurricular and Cocurricular Activities)

(cf. 6152.1 - Placement in Mathematics Courses)

4. Building a positive school climate that promotes student engagement, safety, and academic and other supports for students.

(cf. 5137 - Positive School Climate)

5. Augment instruction with resources that expand understanding of, and exposure, to diverse perspectives which support and enhance student achievement.

(cf. 6141 - Curriculum Development and Evaluation)

(cf. 6161.1 - Selection and Evaluation of Instructional Materials)

(cf. 6161.11 - Supplementary Instructional Materials)

6. Providing and/or collaborating with local agencies to access support services for students in need.

(cf. 1400 - Relations Between Other Governmental Agencies and the Schools)

(cf. 6164.2 - Guidance/Counseling Services)

(cf. 6164.5 - Student Success Teams)
(cf. 6179 - Supplemental Instruction)

7. Promoting the employment and retention of a diverse staff.

8. Providing district staff with ongoing, researched-based, professional learning and professional development on diversity and educational equity among all students.

(cf. 4131 - Staff Development)
(cf. 4231 - Staff Development)
(cf. 4331 - Staff Development)

9. Review current program evaluations focusing on educational equity and address the academic outcomes and performance of all students on all indicators.

(cf. 0500 - Accountability)

The Board shall regularly monitor the impact of the implementation of this board policy on student achievement.

Legal Reference:

EDUCATION CODE

-262.4 Educational equity

Local control and accountability plan

Selection of instructional materials

GOVERNMENT CODE

Definitions

Nondiscrimination in programs or activities funded by state

PENAL CODE

Definition of hate crime

Interference with constitutional right or privilege

CODE OF REGULATIONS, TITLE 5

-4965 Nondiscrimination in elementary and secondary education programs

UNITED STATES CODE, TITLE 20

-1482 Individuals with Disabilities in Education Act

-1688 Discrimination based on sex or blindness, Title IX

-2414 Strengthening Career and Technical Education for the 21st Century Act

State plans

Local education agency plans

UNITED STATES CODE, TITLE 29

Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

d-2000d-7 Title VI, Civil Rights Act of 1964

e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

h-2000h-6 Title IX

-12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

-35.190 Americans with Disabilities Act

Auxiliary aids and services

CODE OF FEDERAL REGULATIONS, TITLE 34

-100.13 Nondiscrimination in federal programs, effectuating Title VI

-104.39 Section 504 of the Rehabilitation Act of 1973

-106.61 Discrimination on the basis of sex, effectuating Title IX

Management Resources:

CSBA PUBLICATIONS

Meeting California's Challenge: Access, Opportunity, and Achievement: Key

Ingredients for Student Success, 2017

The School Board Role in Creating the Conditions for Student Achievement, 2017

African-American Students in Focus: Closing Opportunity and Achievement Gaps for African-American Students, 2016

African-American Students in Focus: Demographics and Achievement of California's African-American Students, 2016

Latino Students in California's K-12 Public Schools, 2016

Research-Supported Strategies to Improve the Accuracy and Fairness of Grades, 2016

Climate for Achievement Governance Brief Series, 2015

Math Misplacement, 2015

CENTER FOR URBAN EDUCATION PUBLICATIONS

Protocol for Assessing Equity-Mindedness in State Policy, 2017

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Center for Urban Education: <http://cue.usc.edu>

Safe Schools Coalition: <http://www.casafeschools.org>