

**Required/Recommended**

**WASHINGTON CENTRAL UNIFIED  
UNION SCHOOL DISTRICT**

**Board of Directors' Policy**

**District Equity Policy**

<b>POLICY:</b>	<u>C29</u>
<b>WARNED:</b>	<u>6.8.23</u>
<b>ADOPTED:</b>	<u>6.21.23</u>
<b>EFFECTIVE:</b>	<u>6.21.23</u>

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**Purpose:**

The Washington Central Unified Union School District is dedicated to taking concrete actions that provide a safe and supportive learning environment that is free of barriers; one that affirms the identity of each of us and acknowledges and celebrates differences to create a sense of belonging for each person connected to our schools. The school district is committed to creating inclusive educational opportunities that are relevant both historically and culturally, addressing the impacts of bias, prejudice, and discrimination while building more opportunity for us to thrive. Our commitment is to the development of cultural humility and personal growth that is best supported in a climate that respects differences and provides a sense of belonging and inclusion.

**Definition of Educational Equity:**

Educational equity occurs when each child receives what they need to develop to their full academic and social-emotional potential. Equity goes beyond formal equality where all students are treated the same. Working towards equity in schools involves:

- Expecting high outcomes for all participants in our educational system, and removing the predictability of success or failures that currently correlates with any social or cultural factor;
- Identify and remove inequitable practices, examining biases and creating inclusive multicultural school environments for adults and children;
- Providing every student with access to high quality culturally responsive educational experiences
- Discovering and cultivating the unique gifts, talents and interests that every human possesses

**Policy Implementation:**

To realize this commitment to equity, the District will:

- Systematically use District-wide and individual school-level data, disaggregated by race, ethnicity, language, ability, gender, and socioeconomic background to inform District decision-making
- Provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology and other educational resources that respect their individual identities, cultures, backgrounds, abilities and experiences;

- Monitor and evaluate the individual needs of schools and distribute resources and personnel based on those needs;
- Incorporate the voice, culture and perspectives of students, staff, families, and communities that reflect student demographics and support and enhance student success;
- Identify and counteract biased practices that perpetuate achievement disparities and opportunity gaps;
- Provide ongoing and continuous professional development at all organizational levels to support employees to effectively engage in culturally responsive practices and delivery of quality culturally relevant instruction;
- Incorporate the principle of equity into the District's strategic plan and identify measurable outcomes to prepare all students for post-secondary education opportunities, career, and life.
- Apply an Equity Lens Tool and a transparent equity process to policies, procedures, handbooks and practices throughout the district in all decision making and monitoring

The Superintendent shall identify outcome indicators as necessary to monitor this policy. The Superintendent and Leadership Team shall provide an annual status report to the Board. This policy is a living document, subject to review and revision by the WCUUSD Policy Committee.

The Humanity & Justice Coalition will act in an advisory capacity to the Superintendent and Leadership Team to support the work of educational equity within the Washington Central Unified Union School District. Any recommendations the Coalition makes shall be timely shared with the WCUUSD Board.