

Race and Equity

The Edmonds School District acknowledges that complex societal and historical factors contribute to inequities within our school district. This policy confronts the institutional bias that results in predictability of student performance based on race, background and/or circumstances (such as but not limited to: disability, language, income and culture). We resolve to address opportunity gaps at every level of our organization through policy, procedure, and practice in order to eliminate persistent achievement gaps.

Our data suggests that among these disparate outcomes, race continues to be the most persistent predictor of student performance. Consequently, we will prioritize our efforts and resources on strategies that eliminate institutional racism.

The core purpose of the Edmonds School District is to nurture the potential in each student so that she or he is well equipped for a world of infinite possibilities. We are committed to creating and sustaining great schools where every student—without exception—learns at high levels. In light of this purpose, Edmonds School District prioritizes closing achievement and opportunity gaps, while raising the achievement for all students. Educational equity benefits all students and our entire community.

The diversity of our student body, our staff and our community is a strength of this district and should be fostered. Edmonds School District believes the responsibility for student success is broadly shared by District staff, families, our community and our students' own efforts. Each student deserves respectful learning environments in which diversity is valued and contributes to successful academic outcomes.

In order to address opportunity and achievement gaps, the Edmonds School District will develop equity tools and procedures as strategies to eliminate systemic disparities and ensure systemic equity for students, staff, and families. Edmonds School District commits to:

1. ELIMINATE SYSTEMIC DISPARITIES

To interrupt factors that perpetuate inequities, Edmonds School District will:

1. Invite and include people from all races and ethnicities, inclusive of our families and community partners, to examine issues and find adaptive solutions which address the root causes and systems;
2. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of bias, prejudice and racism; and
3. Identify and eliminate any practices that interfere with academic achievement for any students' racial or ethnic group compared to peers.

2. ENSURE SYSTEMIC EQUITY

Edmonds School District will implement and lead from a system-wide racial equity plan that stands on three critical pillars: Family, Student and Community Engagement; Leadership; and Teaching and Learning.

A. Family, Student and Community Engagement

District employees will develop and implement equitable practices for and with our students, their families and other community members including:

1. Intentionally seeking and including students' multiple racial and ethnic perspectives in the development and implementation of culturally responsive teaching and learning practices and curriculum;
2. Engage family and community members with staff and students, district-wide and at school and program sites, in the development and implementation of culturally appropriate and effective partnerships between home and school; and
3. Invite and include community members to bring multiple cultural perspectives to examining and solving issues that arise.

B. Leadership

District leaders will ensure that racial equity guides employee actions and leads to improved academic results by:

1. Ensuring student voice is viewed as critical and incorporated routinely in decision-making;
2. Recruiting, developing, employing, supporting, and retaining a diverse workforce;
3. Recruiting, employing, supporting, retaining and continuously developing a workforce of culturally responsive administrative, instructional and support personnel;
4. Replacing any inequitable operational practices with systems that support implementation of this policy, and
5. Focusing accountability systems and metrics on equitable results.

C. Teaching and Learning

District employees will work together to increase their individual and collective capacity to effectively teach a racially and ethnically diverse and changing student population by:

1. Ensuring a positive and academically rigorous school environment that engages each and every student;
2. Collaborating as students, teachers and administrators to create and implement culturally responsive instructional practices, and curriculum; and
3. Identifying and eliminating practices that lead to the over- or under-representation of any student racial or ethnic group compared to peers.

3. IMPLEMENTATION AND MONITORING

The Board directs the Superintendent to develop and implement a system-wide racial equity plan with clear accountability and metrics, which will result in measureable academic improvements for Edmonds School District students. The Superintendent shall regularly report progress on the plan and outcomes.

Edmonds School District
Adopted:

DRAFT