

Grants Pass School District 7

Code: **JBB**
Adopted: 5/28/19

District Educational Equity

The Grants Pass School District is a community of learners committed to equity and the success of each student. This commitment means that student success will not be predicted nor predetermined by race, ethnicity, socioeconomic background, mobility, language, marital status, documented status, sex, sexual orientation, gender identity, disability, ability, religion or any other form of discrimination.

The district will apply this principle of equity to all policies, programs, operations, practices and resource allocations. All students will have access and opportunity to a high-quality education. The district will improve the performance and achievement for all students.

The Grants Pass School District is committed to the following foundational beliefs:

1. Each student will learn with adequate support (including language support) at the highest levels where all staff provide equitable access and opportunity for learning and hold each student to high expectations;
2. All district policies, procedures, and funding are aligned with the school district's vision to promote equity, diversity and inclusion.
3. Every adult employed or volunteering in the district will act to eliminate disparities to prepare all students for college, career and life;
4. An inclusive, welcoming, supported, and safe environment plays a critical role in supporting a child's educational goals while supporting overall wellbeing.

To realize our beliefs the Grants Pass School District will:

1. Collaborate to analyze data, design proactive instruction, and select strategies for all learners;
2. Provide students with equitable access to high quality curriculum, programs, teachers and administrators, extracurricular activities and support services, even when this means differentiating resource allocation;
3. Work to reduce cultural bias in assessments;
4. Create and maintain schools with a welcoming, supported, safe, inclusive culture and environment that reflects and supports the diversity of the student populations, their families and their community;
5. Affirm the identity of each student, acknowledge and celebrate differences to create a sense of belonging for each student;
6. Incorporate and empower voice, culture and perspectives of students, staff, families and communities that reflect student demographics to support and enhance student success;

7. Identify and counteract biased practices that perpetuate achievement disparities and lead to disproportionate levels of student success;
8. Provide multiple and varied opportunities in order to meet the needs of the diverse student body;
9. Actively recruit, hire, promote and retain staff that reflect student demographics at all organizational levels. Support all employees to engage in culturally responsive practices and delivery of quality instruction and service; and
10. Ensure that the Grants Pass School District Strategic Plan embraces the principle of equity as a key feature and presents measurable outcomes to prepare all students for college, career and life.

The superintendent shall include equity practices in the district's school improvement plan to implement this policy. The superintendent will annually report progress to the Board.

END OF POLICY

Legal Reference(s):

[ORS 174.100\(7\)](#)
[ORS 332.075](#)

[ORS 332.107](#)
[ORS 342.437 to -342.449](#)