Hood River County School District

Educational Equity

The Hood River County School District is a community of learners who believes that educational excellence can only exist in the presence of educational equity. In our schools, every student - regardless of race, nationality, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial educational background - shall receive an excellent educational experience in an environment where adults empower them to be critical thinkers, independent workers, innovators, exceptional teammates, and lifelong, civically-oriented learners.

The Board believes in the enormous benefit of a high-quality, inclusive and socially just education for every child. The principle of educational equity is distinct from the notion of conventional equality, where all students are treated the same; rather, educational equity acknowledges that students from different backgrounds often require different levels of support to achieve their goals. The District will strive to apply this principle of educational equity to all policies, programs, operations, practices, and resource allocations, while ensuring that all students will have access and opportunity to an outstanding education.

The Hood River County School District is committed to the following beliefs:

1. Children of every background can and will learn at the highest levels when all staff holds every student to high expectations and ensures equitable access to curriculum, instruction, assessment, and co-curricular activities.

2. All adults working and volunteering within the Hood River County School District have a substantial impact on each student's success and that they must have the will and skill to eliminate disparities in academic and social outcomes for every student.

3. We will only achieve our mission of "Excellence. Every student. Every day." when all families - regardless of their race, class, nationality or primary language - are empowered as equal partners to influence, inform, and impact decisions throughout our school system.

4. Our community will be able to reach its fullest potential only when the Hood River County School District educates students of all races and cultural backgrounds to the highest levels.

To realize our beliefs, the Hood River County School District will:

1. Systematically use data disaggregated by race and English language proficiency - as a minimum - to inform decision-making at the district, school, and classroom levels.

2. Provide students with equitable access to high-quality curriculum, instruction, programs, and support services, even when this means differentiating resource allocation.

3.   Nurture staff members' engagement in explicit discussions about equity towards maximizing our collective wisdom, expertise, resolve, and capacity to eliminate historically predictable achievement disparities in our district.

4.   Engage members of our community who are racially and culturally representative of our student demographics on decision-making bodies and honor their distinctive perspectives.

5.   Hold one another mutually accountable for examining our policies, practices, and programs for cultural biases, and for eliminating access and outcome disparities based on race and cultural background wherever they are found.

6.   Strive for continuous growth in all that we do by creating, reinforcing, and nurturing a district-wide, equity-focused professional learning culture.

7.   Hire the very best candidates in all positions that reflect the diversity of the community that we serve.

8.   Nurture a community of learners where college placement and/or family-wage career is the expectation for all students.

9.   Ensure that the District's Strategic Plan embraces the principles of educational equity as a key feature with measureable outcomes to prepare each student to graduate with the knowledge and courage to learn, serve, and pursue their dreams.

END OF POLICY