

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

ADMINISTRATIVE POLICY

Name: Educational Equity

Section: Students

Code: JBB-AP

Bend-La Pine Schools is a community of learners committed to the success of each and every student. This success must not be predicted or predetermined by race, ethnicity, country of origin, family economics, mobility, gender, sexual orientation, gender identity, disabilities, or religion.

To achieve this goal, the district will pursue equity: a commitment to ensure that all students receive what they need to succeed. The principle of equity supersedes the notion of equality, where all are treated the same. Pursuing equity requires the removal of barriers and the promotion of inclusive practices so that all students fully benefit. The principle of equity will inform all district policies, regulations, programs, operations, practices, and resource allocations.

The district has identified the following foundational beliefs:

1. Each student can learn at the highest level when staff hold high expectations for all and provide appropriate support.
2. Maximizing the success of all students requires allocating resources equitably.
3. Every adult in the district shares the moral imperative and collective ownership to eliminate disparities and ensure each student's current and future success.
4. We honor the cultures and background experiences of all families and members of our community, recognizing them as critical partners in supporting students' educational success.

In order to achieve our beliefs, the district shall:

1. Ensure that Bend-La Pine Schools' policies and practices embrace the principle of equity, identifying, eliminating, or modifying practices that perpetuate achievement disparities and lead to disproportionate levels of student success, including inequitable discipline and exclusionary practices.
2. Systemically use district and school data, disaggregated by race, ethnicity, language, special education, gender, socioeconomic background, and mobility to inform district decision making in our pursuit of equitable outcomes.
3. Provide all students with equitable access to curricula, programs, instruction, extracurricular activities, and support services.
4. Support the continuing development of personnel at all organizational levels in the mindset, beliefs, knowledge, and skills, including understanding of implicit bias and racial identity, to ensure the success of all students.
5. Incorporate the voices, cultures, and perspectives of diverse students, families, and communities into decision making to support success for all students; and affirm these differences to create a sense of belonging for all.
6. At all organizational levels, recruit, hire, support, and retain culturally proficient, highly capable staff that reflect the diversity of our students.

The superintendent, district leadership staff, and school leaders share accountability for demonstrating measurable, ongoing progress:

- *In implementing the key actions outlined in this policy, and*
- *In ensuring the success of all students.*