
FOUNDATIONS

Equity

The Central Kitsap School Board is committed to the success of each student in our schools and in achieving our mission to equip our students with the knowledge and skills to succeed and prosper in an ever-changing global society. We believe that district staff, administrators, instructors, communities and families broadly share the responsibility for student success. We believe that every student has the potential to achieve, and it is the responsibility of our school district to provide each student the opportunity and support to meet her or his highest potential. Additionally, we believe that it is the right of every student to have an equitable educational experience within the Central Kitsap School District.

The concept of educational equity goes beyond formal equality—where all students are treated the same—to fostering a barrier-free environment where all students have the opportunity to benefit equally. Educational equity means raising the achievement of all students while (1) narrowing the gaps between the lowest and highest performing students and (2) eliminating the racial and socio-economic, predictability and disproportionality of which student groups occupy the highest and lowest achievement categories. Educational equity benefits all students, and our entire community.

To achieve educational equity, Central Kitsap School District will provide additional and differentiated resources, within budgetary limitations, to meet the needs of students who need targeted supports and opportunities to succeed. The district will view academic and opportunity gaps through an equity lens. The “equity lens” is guided by the existence of historic gaps between and among groups of students and the belief they are unacceptable. In order to achieve educational equity for our students, the district shall prioritize:

- A. **Equitable Access:** The district shall provide every student with equitable access to a high quality curriculum, support, facilities and other educational resources, even when this means differentiating resource allocation;
- B. **Equity Teams:** The district shall establish equity teams in buildings and departments that use an equity lens with the aim to institutionalize change to foster hope across differences in order to increase resiliency and academic success for students;

- C. **Workforce Equity:** The district shall actively work to have the staff workforce be culturally competent and reflect the diversity of the student body.
- D. **Professional Development:** The district shall provide professional development in the areas of cultural competency, diversity, and equity to strengthen employees' awareness, knowledge and skills for eliminating opportunity gaps and other disparities in achievement;
- E. **Welcoming School Environments:** The district shall ensure that each site creates a welcoming culture and inclusive environment;
- F. **Partnerships:** The district shall partner with community groups who have demonstrated culturally specific expertise – including families, government agencies, institutes of higher learning, early childhood education, other organizations and businesses – in meeting our high goals for educational outcomes;
- G. **Multiple Pathways to Success:** The district shall provide multiple pathways to success in order to meet the needs of the diverse student body, and shall actively encourage, support and expect high academic achievement for all students;
- H. **Recognizing Diversity:** Consistent with state regulations and District policy and within budgetary considerations, the district shall provide programs, materials and assessments that reflect the diversity of students and staff, and which are geared towards the understanding and appreciation of culture, class, language, ethnicity and other differences that contribute to the uniqueness of each student and staff member.

All staff members are charged with recognizing areas where we are not meeting our vision of being an equity-focused district. If staff identify areas in which our focus can improve, they should raise the matter with their supervisor and/or Equity Team. Response to concerns related to inequities may involve an assessment of district policies, programs, and practices.

Every Central Kitsap School District employee is responsible for the success and achievement of all students. The Board recognizes that these are long-term goals that require significant work and resources to implement across all schools and departments.

As such, the Board directs the Superintendent to develop action plans with clear accountability and metrics, and including prioritizing staffing and budget allocations, which will result in measurable outcomes on a yearly basis towards achieving the above goals. Annually, the Superintendent, or designee, will provide an update to the Board of Directors on the work supporting this policy.

Adopted: May 8, 2019