

## Policy Type: Executive Limitations

### RACE AND EQUITY

EL-10

*The superintendent shall not fail to interrupt factors that perpetuate systemic inequities and/or practices that contribute to over and under representation of any student group compared to peers. The superintendent shall confront the institutional bias that results in predictability of student success or lack thereof, including but not limited to race and ethnicity, gender identity and sexual orientation, socioeconomic status, ability, language and culture.*

1. The superintendent shall not fail to take all reasonable and prudent actions with respect to reporting, processing and tracking incidents of bias that are typical for similar and highly effective organizations.
2. The superintendent shall not fail to:
  - a. Recruit, employ, support, retain and continuously develop a workforce of culturally-responsive staff;
  - b. Increase workforce diversity reflective of our students;
  - c. Seek out and incorporate student voice in order to develop and maintain a safe and inclusive environment for each and every student;
  - d. Engage families and community partners in culturally-appropriate ways to ensure multiple cultural perspectives are elevated and valued;
  - e. Provide an environment that supports the creation and implementation of culturally-responsive instructional practices and curriculum;
  - f. Provide professional development, training and engagement opportunities to inform and practice cultural competence and increase awareness of personal bias and inequities in leading, teaching, counseling, advising and coaching practices; and
  - g. Recognize and value the funds of knowledge that students and families bring to each classroom, school and our system as a whole.

**Approved by:** *School Board*

**Regular Board Policy Review Frequency:** *Annually*

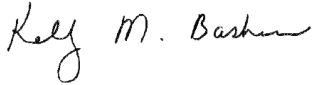
**Monitoring of Superintendent Frequency:** *Annually*

**Approved:** 8/14/19

**Superintendent/Board Signatures:**



Greg Baker, Superintendent



Kelly M. Bashaw, Director



Douglas Benjamin, Director



Camille Diaz Hackler, Director



Quenby M. Peterson, Director



Jennifer I. Mason, Director