

Policy 0010 P3

ADULT LEARNING ON RACE AND IDENTITY

While the majority of our goals are student focused, we know that the adults who work with and surround students—employees, parents, community members—need support as they learn more about equity, including race and identity. In order to support our adults we will:

* Provide equity-related learning for district staff, parents, community partners and Board members that enhances our effectiveness at eliminating or significantly reducing systemic, measurable inequities in achievement.
* Engage all staff in the annual Equity Symposium, a day-long event featuring speakers and workshops on equity-related topics.
* Infuse equity and learning on equity, race, and cultural responsiveness into induction processes for all staff.
* Ensure that schools and departments have equity, race, and cultural responsiveness as a prominent element in annual school or department plans and goals.
* Ensure that all professional development, provided by district staff or others, reflects and integrates the district’s commitments to equity.

**Accountability**

Prior to each Equity Symposium the Superintendent will issue a report updating each area of work, including progress made and areas for improvement, as well as areas that will be changing for the upcoming year. The report should include both qualitative and quantitative data and may result in recommendations to change policies, procedures, or practices throughout the district.