

Equity Policy

Timeline for Development

Key Milestone	Timeline
Policy Review Team and departments created recommendations and developed proposed policy language based on the resources listed below as well as: <ul style="list-style-type: none"> • the Baldrige Excellence Framework • current APS policies • the Your Voice Matters Survey • Input from the Black Parent Alliance; Superintendent’s Advisory Committee on Equity and Excellence; Special Education Coordinators; Teaching and Learning Supervisors; representatives from APS departments including Human Resources, Finance & Management, Planning and Evaluation, School & Community Relations, Information Services, Teaching & Learning, Administrative Services, and Facilities & Operations 	September 2018-December 2018
Plan reviewed by School Board Policy Sub-committee	December 2018
Alignment of Equity Policy with APS policies	January 2019
Review by School Board Policy Sub-committee and School Board Work Session	February 2019
Review policy with staff and community groups as well as Advisory groups, Executive Leadership Team, and principals	March-April 2019
School Board Information and Action	May 2019

Resources

- Advance Education, Inc. (2017), *The Impact of Poverty on Education, Responding to Marginalization of Students of Color in K-12 Education*
- [Alexandria City Public Schools Academic Excellence and Educational Equity \(2016\)](#)
- Amherst-Pelham Regional Public School Policy AC: Commitment to Nondiscrimination and Education Equity
- [Arizona School Board Association Discrimination on the Basis of Race, Ethnicity, or Gender](#)
- [Arlington Public Schools 2018-24 Strategic Plan](#)
- [Birmingham Public Schools Diversity and Equity Resolution \(2017\)](#)
- Blankstein, A. and Noguera, P (2015). *Excellence through Equity: Five Principles of Courageous Leadership to Guide Achievement for Every Student*
- [Chapel Hill-Carrboro City Schools Equity Vision and Value Statement](#)
- Cincinnati Public Schools Equity and Excellence in Education Board Policy 2255
- [Chesterfield County Public Schools 2017 Equity Report](#)
- [Chesterfield County Public Schools Equity Policy](#)
- [Closing the Gap, Community Perspectives on Educational Equity in Ann Arbor \(2013\)](#)
- [District of Columbia Public Schools Local Wellness Policy \(2017\)](#)
- [District of Columbia Public Schools Transgender and Gender-Nonconforming Policy Guidance \(2015\)](#)



- [Education Commission of the States \(2017\), Equity in Education, Key Questions to Consider](#)
- [Evanston/Stokie School District 65 Racial and Educational Equity Policy](#)
- [Farmington Public Schools Policy Manual, 3010 Equity and Excellence](#)
- [Frederick County Public Schools Achievement and Equity](#)
- [New Jersey State Department of Education Division of Field Service-Comprehensive Equity Plan 2016-17 through 2018-19](#)
- [Panasonic Foundation \(2018\). Leading for Equity: What Have We Learned by Strategies For School System Leaders on District-Level Change](#)
- [Public Impact \(2018\). Closing Achievement Gaps in Diverse and Low-Poverty Schools, An Action Guide for District Leaders](#)
- [Roanoke City Public Schools Equity Policy](#)
- [School District of South Orange and Maplewood, New Jersey Access and Equity Policy \(2015\)](#)
- [United Nations Educational, Scientific, and Cultural Organization \(2018\), Handbook on Measuring Equity in Education](#)
- [United Nations Educational, Scientific, and Cultural Organization \(2017\), A Guide for Ensuring Inclusion and Equity in Education](#)