

Arlington Public Schools defines equity as a core value to “*eliminate opportunity gaps and achieve excellence by providing access to schools, resources, and learning opportunities according to each student’s unique needs.*”

In alignment with this core value, Arlington Public Schools is committed to educational excellence for all students embedding equitable practices in all aspects of the school community. In order to achieve excellence, Arlington Public Schools acknowledges the historical and current impact of bias, prejudice, and discrimination, and has implemented policies and procedures that address this impact. Therefore, student success is not determined by race, ability, age, ethnicity, gender, language, sexual orientation, national origin, creed, color, marital status, gender identity or expression, pregnancy status, genetic information, citizenship status, disability, and/or socioeconomic status or any other area in which people may experience discrimination.

**The Arlington School Board is committed to the following guiding principles:**

### **Policy Development and Revision**

As policies and implementation procedures are written or reviewed for revision, each will undergo an equity assessment to determine which groups would benefit or be burdened by each change or decision and the potential unintended consequences. An equity assessment is a process to support and foster an organization’s learning and change to equity-centered practices and culture.

### **Educational Equity Practices**

#### **Resource Allocation**

Available resources, including local, state, and federal funding, staffing, and instructional materials, shall be allocated to deliberately ensure targeted and differentiated investment in teaching and learning experiences for students with varied and unique needs while maintaining a strong instructional program for all students and maximizing student achievement.

#### **Curriculum**

Materials shall be adopted, purchased, and/or reviewed to ensure high-quality, inclusive, culturally-relevant, and responsive experiences that reflect all students.

#### **Inclusion**

Arlington Public Schools values the strengths and differences of all its community members, listens to all voices within our community, and celebrates diversity. We embrace the contributions of all students, families, and staff to ensure each student’s potential is realized. We are committed to supporting the needs of our various populations. We value student diversity and respect individual differences that distinguish people, including emotional, physical and cognitive abilities, learning styles, geographic residence, language used, cultural heritage, educational level, and gender expression.

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### **Student Support**

Expanding opportunities and increasing support for all students, especially those who have been historically marginalized or may be marginalized, will ultimately increase overall educational experiences, general well-being, and academic achievement. Educational experience refers to any interaction, course, programs, or experiences where learning takes place both inside and outside of the classroom. Arlington Public Schools provides resources and supports for students through a network of professional services within each school and by central office staff.

### **Teacher Practices**

Adoption of a teaching and learning culture that includes high expectations of students, varied teaching approaches, and individualized systemic supports for all students and staff. Teachers will use the most effective classroom practices and resources to promote student success. APS will align to state guidelines and ensure quality and consistency across the learning continuum. Teachers will promote multiple pathways to college and career readiness by building the supports and broadening opportunities. Professional development opportunities are in place to improve student learning experiences and outcomes, to include curricula, instructional strategies, and practices that recognize the diversity of our students.

### **Workforce Equity Practices**

Human Resources ensures equity in all services provided to employees to include; recruitment and the acquisition of talent, professional development in an effort to ensure all employees are afforded a fair opportunity to learn equitable competencies, fair and resourceful benefits, and due process procedures pursuant to employee grievance rights.

### **Operational Equity Practices**

#### **Facilities and Program Planning**

Arlington Public Schools will consciously strive to locate new facilities and programs and adapt and renovate existing facilities in areas and ways that will contribute to balanced, inclusive, and diverse school enrollments. Arlington Public Schools should strive to incorporate principles of universal design in all its facilities and maintenance work. Furthermore, it will utilize systematic processes for facilities and program planning to seek out and ensure the active participation of stakeholders that represent the diversity of our community.

### **Monitoring**

The School Board, the Superintendent and the Chief Diversity Officer shall monitor the implementation of this policy through an annual monitoring report and other internal reports as designated by the School Board. This clear and measurable accountability method will ensure that reasonable progress is being made toward achieving the School Board's goals and that operation of the school division is consistent with its policies.

### **Definitions:**

**Achievement Gap:** refers to any differences in academic performance between subgroups of students and their peers. (Department of Education, 2019)

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Opportunity Gap: refers to the disparity in access to quality schools and the resources needed for all children to be academically successful. Also, draws attention to the conditions and obstacles that students face throughout their educational careers. (Teach For America, 2019)

Discrimination: to treat a person or a group of people differently than other people, often because of traits such as race, gender, religion, ethnicity or sexual orientation. (Teaching Tolerance, 2019)

Equity Audit: refers to a tool used to identify disparities in academic achievement and allows for an examination of equity at the school level and within departments. Designed to promote growth in the area of equity, diversity and inclusion.

### **References**

Arlington Public Schools Strategic Plan 2018-24

School Board Policies:

Policy A-5 Arlington Public Schools Priorities

Policy I-1.35 Resources

Policy I-7.2.3.34 Grading

Policy I-10.32 Student Services

Policy I-10.30 Support for Students – Wellness

Policy I-7.2.1 Special Education Programs and Services

Policy J-7.4 Discipline

Policy I-1.30, I-1.31 Goals

Policy I-9.2.5.1 Electronic Technologies Acceptable Use

Policy I-7.2.1, I-7.2.2, I-7.2.9.30 Programs and Services

Policy J-6.8.1 Student Safety – Bullying/Harassment Prevention

Policy I-7.2.3.30, I-7.2.3.31, I-11.1, K-6 Family Communications and Engagement

Policy I-7.5 Adult Community Education

Policy I-1.33, I-6, I-7.2.9.31 Curriculum/Instruction

Policy G-2.32 Sexual Abuse/Misconduct

Policy I-1.35, I-7.2.5.30, I-9.1 Resources

Policy I-11.2 Homework

Policy G-1.30 Goals

Policy G-2.14 Teacher Qualifications-Education of Gifted Students

Policy A-3 Human Relations

Policy G-2.30 Employee Relations – Equal Employment Opportunity

Policy J-8.8.30 Unpaid Meal Charges

Policy J-2 Students Equal Educational Opportunities/Nondiscrimination

Policy G-2.32 Prevention of Sexual Misconduct and Abuse

Policy I-7.2.9.30 Program Differentiation

Policy I-7.2.9.31 Advanced Classes

Policy I-7.2.8 Instructional Delivery Options

Policy I-1.34 Early Childhood Preschool Programs

Policy I-7.2.3.30 Communications-Language Access Services

Policy I-3 Religious Exemption to Compulsory Attendance

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Policy K-11.1 Use of Service Animals in Schools  
Policy J-14 Student Fees, Fines and Charges

**Policy Adoption and Revision History**

Adopted XXXXXX

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