



Book	School Board Policies
Section	Ch. 1. School District
Title	Equity Policy
Code	1.041
Status	Active
Adopted	October 17, 2018

Policy 1.041 - Equity Policy

Purpose

The School Board of Palm Beach County is committed to eliminating race, ethnicity, gender, gender identity, sexual orientation, disability or socioeconomic status as predictors for academic outcomes. For the purposes of this policy, "equity" is defined both as an outcome and as an action. Equity as an outcome would be the state that would be achieved if a student's success and well-being was no longer predictable by any social, cultural or economic factor. Equity as an action in schools involves individuals who are willing to:

- a. Interrupt and dismantle harmful or inequitable practices and policies, eliminate implicit and explicit biases, and create truly inclusive, culturally responsive school environments for adults and children;
- b. Ensure that each child receives what they need when they need it, to develop to their full academic and social potential.
- c. Cultivate the unique gifts, talents and interests that reside in every child.

The School Board believes that opportunity and access to our classrooms, programs, services, and resources is critical to the achievement of successful student outcomes. The District will adopt policies and procedures that promote diverse and equitable access for all students, regardless of race, ethnicity, language, culture, gender, gender identity, sexual orientation, religious and spiritual beliefs, or physical and learning abilities.

This policy addresses existing practices and procedures that have inhibited success for some students. These barriers have translated into low academic achievement for the certain groups of students, including but not limited to: African American, Haitian, of other African descent, Hispanic, Latino, Guatemalan Mayan, English Language Learners, economically disadvantaged, lesbian, gay, bisexual, transgender, or questioning (LGBTQ), and students with disabilities. This is neither a coincidental occurrence or an accurate reflection of how these students are capable of performing.

Eliminating inequitable practices in our District will help increase academic achievement, graduation rates, and post-graduate success for all students. The District will continue to ensure that all students are provided with an adequate education and the support needed to succeed.

Desired Outcomes

The School Board will implement policies that promote equity and access for all students by taking the following steps:

- a. The District will identify and address systemic deficiencies that create gaps in academic achievement.
- b. The District will provide leadership that is committed to identifying and work to bring resolutions to disparities and disproportionalities in practices that inhibit the success of students.

- c. The District will be committed to allocating financial resources to address the needs of students who require additional interventions to achieve academic success.
- d. The District will select and develop instructional materials that are historically accurate and represent the experiences of a diverse school community.
- e. The District will select and develop instructional materials that include the following:
 - i. The study of African Americans and the contributions of African diasporic people to society. This includes but is not limited to the study of Africans in Antiquity, The History of Haiti, and Western Hemispheric History that has been influenced by Africans.
 - ii. The study of Hispanic/Latino contributions to the United States and the World.
 - iii. The study of Indigenous people's contributions to the United States and the world.
 - iv. The study of women's contributions to the United States and the World.
 - v. Instruction to expand the knowledge, understanding, and awareness of LGBTQ studies and the LGBTQ social movements.
 - vi. Instruction to expand the knowledge, understanding, and awareness of individuals with disabilities, the history of disability, and the disability rights movement.
- f. The District will ensure that each student will have access to multiple pathways to success and advanced academic programs. Students shall not be prohibited access to gifted programs or accelerated courses on the basis of race, gender, socioeconomic status, native language, sexual orientation, gender identification, country of birth, or disability.
- g. The District will utilize data and evidence-based research to address racial disproportionality in student discipline and placement in special education programs.
- h. The District will utilize data and evidence-based research to address disproportionality in student placement among the disability eligibilities.
- i. The District will recruit and make efforts to retain highly-qualified administrators and teachers that reflect the racially and linguistically diverse community of Palm Beach County.
- j. The District will provide evidence-based professional learning with a focus on understanding and teaching a diverse population. Administrators and Teachers are encouraged to collaborate to develop and implement culturally responsive instructional practices that are effective for students of all backgrounds and abilities.
- k. The District will encourage effective partnerships with families, students, and communities to examine issues related to inequity in our schools. These stakeholders will serve as essential partners in planning and decision-making for their student's education and offer diverse perspectives in developing strategies to confront inequities and institutional racism.
- l. The District will provide ongoing and open communication to keep all stakeholders informed of the District's strategic plan and progress with embedding equity and cultural competence in educational practices.
- m. The District will utilize formal and informal evaluative tools to assess equitable instructional practices and programs.
- n. In accordance to Policy 1.097, The District Diversity and Equity Committee (DDEC) will continue to advise the Board and Superintendent in regards to advice on equity and access, diversity issues, and the Strategic Plan as stated in this policy.

RULEMAKING AUTHORITY: Fla. Stat. §§ 120.81(1)(a); 1001.32(2); 1001.41; 1001.42; 1001.43;

LAWS IMPLEMENTED: Fla. Stat. §§ 1000.05(4); 1003.42; 1003.4205;

HISTORY: New 10/17/2018

