SCHOOL-BASED DECISION MAKING POLICY

School: **Okolona Elementary School**

Subject of the Policy: **#23 Equity and Diversity**

Policy Statement

To ensure that all of our students receive rigorous, equitable, and research-based educational experiences, opportunities, and outcomes, we will ensure that each and every student:

- Is able to achieve at high academic levels.
- Feels safe, welcome, and valued at our school.
- Receives a full, fair share of the opportunities our school has to offer.
- Knows and honors the achievements of his or her ethnicity, cultural identity, perspectives and tradition.
- Knows and honors the achievements of other cultural traditions he or she may encounter in our community and later in life.
- Respects and understands that different life experiences lead to different perspectives.
- Has equitable and barrier-free access to all academic programs, extracurricular activities, and advanced coursework.

We commit ourselves to annual reflection on how well we are fulfilling this commitment including review of the following data disaggregated by sex, ethnicity, socioeconomic status, and disability:

- Student academic performance
- Student participation in our academic and extracurricular programs
- Student disciplinary referrals and removals
- Family involvement in school activities
- Feedback from students, parents, staff, and community leaders on their perception of our performance in this area
- Efforts to recruit, hire, and retain a diverse staff that is reflective of the student population
- Attendance and chronic absenteeism rates
- Sense of belonging

Based on what we learn from that reflection, we will develop and implement the plans needed to address any area of growth to fulfill the commitment made above. We will combine this work with our School Improvement Plan (SIP) process and the School Racial Equity Plan and ensure that our staff members are caring and culturally responsive. Additionally, the school's Comprehensive School Survey results will be used to gauge actual student perception and facilitate our decision making.

We will establish a Racial Equity Committee. This committee is established in response to the Jefferson County Board of Education's District Commitment to Racial Educational Equity policy and shall include teachers, the principal and/or assistant principal/counselor, a classified staff member, two parent representatives, two student representatives (when appropriate), and two community members (a demographically diverse group is advised).The Racial Equity Committee will report to and get input from two parent representatives on SBDM.

Purpose:

- Review the effectiveness of, and recommend further professional development regarding equity on campus
- Review (in concert with the administrative team) current discipline data, focusing especially on disparities in subgroups as well as suspension data
- Review hiring policy and practice regarding diversity in staffing
- Draft, train, and maintain the school-based Racial Equity plan each year, reporting information quarterly to SBDM

Meeting and Reporting Schedule

The Racial Equity Committee will meet monthly and will report the progress of the committee's charges to the SBDM council monthly.

First Reading: 5/31/12	**Second Reading: 1/28/16**	**Adopted: 2/25/16**
Reviewed: 02/21/19	**Revised: 11/28/22**	
Second Reading: 01.26.23	**Adopted: 01/26/23**	
First Reading: 11.29.23	**Second Reading: 12.22.23**	**Adopted: 12.22.23**
Reviewed: 09.24.25		
First Reading: 10.23.26	**Second Reading:**	

Signature: _____

(SBDM Council Chairperson)