MITCH Charter School

Code: JBB
Adopted: 7/20/23

Educational Equity

The public charter school is committed to the success of every student. For that success to occur, the public charter school is committed to equity by recognizing institutional barriers and creating access and opportunities that benefit each student. “Achieving educational equity” means students’ identities will not predict or predetermine their success in school.

Educational equity is based on the principles of fairness and justice in allocating resources, opportunity, treatment and creating success for each student.

Educational equity promotes the real possibility of equality of educational results for each student and between diverse groups of students. Equity strategies are intentional, systemic and focused on the core of the teaching and learning process.

To achieve educational equity, the public charter school will commit to:

1. Systematically using schoolwide data disaggregated by race/ethnicity, national origin, language, special education, sex, non-binary, socioeconomic status and mobility to inform public charter school decision making.

2. Raising the achievement of all students while narrowing the gap between the lowest and the highest performing students.

3. Eliminating the predictability and disparity in all aspects of education and its administration, including but not limited to, the disproportionate representation of students by race, poverty, sex, sexual orientation, gender identity, and national origin in discipline, special education and in various advanced learning.

In order to achieve educational equity for each and every student:

1. The public charter school shall provide every student with equitable access to high quality curriculum, support, facilities and other educational resources, even when this means differentiating resource allocation.

2. The public charter school shall review existing policies, programs, professional development and procedures for the promotion of educational equity, and all applicable new policies, programs and procedures will be developed with educational equity as a priority.

3. The public charter school shall actively work toward a balanced teacher and executive director workforce to reflect the diversity of the student body. The public charter school seeks to recruit, employ, support and retain a workforce that includes racial, gender and linguistic diversity, as well as culturally and linguistically responsive administrative, instructional and support personnel.

4. The public charter school shall provide professional development to strengthen employees' knowledge and skills for eliminating opportunity gaps and other disparities in achievement.

5. The public charter school shall create a welcoming, inclusive culture and environment that reflects and supports diversity of the student population, their families and their community.

6. The public charter school shall include partners who have demonstrated culturally specific expertise, including but not limited to, families, government agencies, institutions of higher learning, early childhood education organizations, community-based organizations, local businesses and the community in general, in meeting our high goals for educational outcomes. The public charter school shall seek to involve students, staff, families and community members that reflect public charter school demographics to inform decisions regarding the narrowing of the achievement and other opportunity gaps.

7. The public charter school shall provide multiple pathways to success in order to meet the needs of the diverse student body and shall actively encourage, support and expect high academic achievement for each student.

8. The public charter school shall provide materials and assessments that reflect the diversity of students and staff and are geared toward the understanding and appreciation of [culture, class, language, ethnicity, poverty, ability and other differences that contribute to]the uniqueness of each student and staff member.

The executive director shall include equity practices in the public charter school's strategic plan strategies to implement this policy. The executive director will report to the Board the progress of the strategic plan.

END OF POLICY

Legal Reference(s):

ORS 174.100
ORS 332.075
ORS 338.115
ORS 342.437 - 342.449

House Bill 3041 (2021).

Cross Reference(s):

AC - Nondiscrimination
ACB - Every Student Belongs
JB - Equal Educational Opportunity