

*Diversity, Equity, and Inclusion*  
Policy 1:32

Alignment of Policy & Practice

Board of Education Meeting

April 8, 2021

# Alignment of Policy and Practice

- National Association of School Board's (NASB) Equity Statement
- Resolution Affirming the AHSD25 BoE's Commitment to Eliminate Racial Injustice (**July 16, 2020**)
- AHSD25 BoE's Diversity, Equity, and Inclusion Policy (**August 13, 2020**)
- AHSD25's Proposed Strategic Plan

# NASB's Equity Statement

## Equity

The promise of public education is for every child to succeed in school and life. To realize this promise, every child must be given resources, supports, and interventions based on his or her needs. The nation's school boards are uniquely positioned to fulfill this promise to all students, which is why NSBA is committed to educational equity for all children in public schools.

As the concept of equity can mean different things to different people, NSBA, its Board of Directors and staff embarked on a journey to define the concept of educational equity. Here is the product of this journey:

***"We affirm in our actions that each student can, will, and shall learn. We recognize that based on factors including but not limited to disability, race, ethnicity, and socio-economic status, students are deprived of equitable educational opportunities. Educational equity is the intentional allocation of resources, instruction, and opportunities according to need, requiring that discriminatory practices, prejudices, and beliefs be identified and eradicated."***

## Resolution Affirming the AHSD25 BoE's Commitment to Eliminate Racial Injustice

WHEREAS, the Arlington Heights School District 25 Board of Education is committed to ensuring public schools in Arlington Heights School District 25 provide safe and welcoming spaces where all students are able to focus on their education, secure in the knowledge that their safety and emotional well-being will be supported, regardless of race;

WHEREAS, the Arlington Heights School District 25 Board of Education recognizes that historical and ongoing systems of inequitable and inadequate resource allocation, punitive disciplinary practices, lack of access to and supports for teachers of color, unequal access to educational opportunities and supports, implicit bias, and segregation perpetuate inequity in the outcomes of students of different races;

WHEREAS, the recent killings of George Floyd, Breonna Taylor, Ahmaud Aubrey and countless other Black men and women, along with the backdrop of COVID-19 and its disproportionate impact on communities of color, provide an urgent reminder and rationale for the Arlington Heights School District 25 Board of Education to recommit, on behalf of the state's education community, to racial equity and justice; and

WHEREAS, the Arlington Heights School District 25 Board of Education appreciates the necessary and important work our public schools are doing to advance racial equity and justice, but is keenly aware that we and our schools can, with intentionality, do more.

THEREFORE, BE IT RESOLVED that the Arlington Heights School District 25 Board of Education:

(1) Supports our courageous and committed district leaders, teachers and students across the district who have been organizing and participating in peaceful demonstrations for substantive and lasting change;

(2) Reaffirms its focus on developing and promoting district education policies that uplift, honor and promote equity of opportunity for our communities of color and identifying and dismantling any policies that, implicitly or explicitly, perpetuate institutional racism;

(3) Recognizes our position of authority, will continuously check and question our biases, beliefs and actions, and asks to be held accountable so that this long overdue transformation towards racial justice becomes permanent and normalized, and does not fade when this tragic and painful moment passes; and,

(4) Encourages all Arlington Heights School District 25 partners to join with us in a commitment to critically examine policies and practices with a racial equity lens, eliminate racial injustice and, as an important message to our community, adopt and publicly post resolutions affirming that commitment.

# 1:32 Diversity, Equity, and Inclusion Policy

Arlington Heights School District 25 is committed to exploring and embracing diversity in our learning community.

**We believe** that all members of the school community are responsible for advancing an understanding of and cultivating respect for the dignity and uniqueness of every individual and for fostering an inclusive environment.

**We define** diversity as including people who are different from each other in myriad ways including: ability, race, sexual orientation, gender, gender identity, religion, ethnicity, and culture.

**We recognize** a person with cultural competence as one who shows respect for those differences, as well as for differences in thoughts, ideas, perspectives, and understandings.

**We affirm** that developing the diversity of our community and the cultural competence of each person in it will improve access and equity for all of our students, faculty, and staff, and strengthen their ability to thrive in a culturally-diverse world.

**We commit** to continuously improve our actions on diversity, equity, and inclusion, to addressing the hard questions with measurable impact, and to implementing change that levels the playing ground for all of our students.

Arlington Heights School District 25 will design and implement a curriculum to embrace and support diversity and cultural competence within our learning community, and invest financially to increase the diversity of our staff and recipients of our spending. The progress of diversity, equity, and inclusion initiatives at School District 25 will be measured by: 1) increasing inclusion of diversity actions in strategic plans and school budgets and executing on those actions, including promoting diverse hiring practices 2) monitoring transparency and accountability among faculty, staff, parent organizations, and students, including through annual performance evaluations; and 3) reporting of sustained, improved outcomes on a year over year basis, including persons accountable.



# Empower an inclusive, diverse community of learners to innovate and thrive as global citizens

## Vision:

- *Cultivate a personalized environment of excellence that prepares every learner, every day, for a better tomorrow by:*
- Building the knowledge, skills, and attitudes of learners to be **successful, contributing citizens of a global society**
- Developing resilience and perseverance in learners to **problem-solve and co-create their learning**
- Embracing **individuality and modeling empathy in an inclusive environment**
- Promoting learner **confidence, courage, growth mindset and well-being**
- Fostering **collaboration, voice and engagement** with and among staff, families, and our communities to partner in ensuring each learner's continuous improvement
- Ensuring **equity of resources, access and opportunities** for all learners and staff to learn, work, and succeed

## **Core Values:**

The following core values will guide our behaviors and actions:

- Compassion and Empathy
- Inclusivity and Diversity
- Equity and Social Justice
- Innovation and Creativity
- Collaboration and Communication
- Resilience and Perseverance