

SCHOOL-BASED DECISION MAKING

School Name: Stopher Elementary

Subject of the Policy: 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 their ethnicity, cultural identity, perspectives, and tradition.
- Knows and honors the achievements of other cultural traditions they may encounter in our community and later in life.
- Respects and understands that different life experiences lead to different perspectives.
- Allows/Encourages equal access to all programs.

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

- Student academic performance
- Student participation in our academic and extracurricular programs
- Student disciplinary referrals
- Family involvement in school activities
- Feedback from students, parents, staff, and community leaders on their perception of our performance in this area
- Efforts to establish a diverse staff, reflective of the student population
- Attendance

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.

