EQUITY EDUCATION

The Albemarle County School Board believes that equity in opportunities and accessibility to our programs, services, and resources is critical to the achievement of all students. The Board values the diversity in our community and staff, seeks to develop a capacity for cultural competence and a commitment to equity and inclusion to enable the fulfillment of our mission and life-long learning competencies.

The Board believes that for students to respect and value diversity, they must experience adults who are reflective of the varied cultures and backgrounds that make up our community and nation. Diversity includes diversity of thought, diversity of values, and diversity of perspectives.

The Albemarle County School Board is committed to:

1. Adopting procedures to ensure an equitable school community inclusive of diversity in race, ethnicity, language, gender, cultural values, and family belief systems.
2. Ensuring that staff are demonstrating ethical behaviors and respect for diversity through daily actions and decision making.
3. Ensuring equity of opportunity and equity of access to programs, services, and resources.
4. Providing opportunities for all staff to improve culturally responsive instructional practices, curriculum, and assessments and improving its cultural competencies in serving our racially, culturally and ethnically diverse students, families, and communities.

This commitment will prevail in all of its policies and practices concerning staff, students, educational programs and services, and individuals and entities with whom the Board does business.

The Board shall oversee the implementation and impact of cultural competencies through:

1. Approved staff development for all classified staff on equity and diversity and for all administrators and teachers to ensure a more culturally relevant educational experience for students and improving student achievement.
2. Tracking of existing disparities based on past institutional practices to include but not limited to enrollment in certain classes, discipline, graduation rates, and gifted identification.
3. A Superintendent and School Board Diversity and Equity Advisory Committee to review and provide division strategies for evaluation and accountability of related policies and procedures.

Adopted: November 8, 2001
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Reviewed: July 12, 2007

Albemarle County Public Schools