

ACPS Equity Policy Review Checklist



Albemarle County Public School Division’s shared equity mission is to end the predictability of social and cultural factors on student success by working together with families and communities to ensure each individual student’s success (ACPS Equity & Access Initiative: A Call to Action, 2017).

Name: Nick King

Please return to [Name] by:

Title: JFC, Student Conduct

Steps:

1. Review the policy against the checklist. If you can answer “yes” to item 1, “no” to item 2, and “yes” to item 3, then the equity threshold has been met; if not, proceed to step 2.
2. Make revisions to the policy
3. Review the revised policy against the checklist
4. After the second review, if you cannot answer “yes” to item 1, “no” to item 2, and “yes” to item 3, or if you are unsure what changes to make, this warrants referral to the review committee

Equity Policy Review			
	Yes	No	Comments
1. Will the policy have a <u>positive</u> impact on equity, inclusion and full participation of all people?	x		As a note, the policy is meant to provide guidelines for student behavior which may have inherent inequitable outcomes due to institutional processes. We have incorporated a series of leveled responses and positive behavior responses in alignment with the VDOE’s <i>Model Guidance</i> .
2a. Is there a likelihood of <u>adverse</u> impacts with respect to equity (or are there already adverse impacts)?		x	There are already adverse impacts, which we monitor annually. The policy itself isn’t inherently biased; however we are digging deeper into our referral and discipline processes.
2b. If yes, which “classes” might be affected?	<input type="checkbox"/> Sex <input type="checkbox"/> Gender (Identity and/or Expression) <input type="checkbox"/> Race <input type="checkbox"/> Color <input type="checkbox"/> National origin <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Religion <input type="checkbox"/> Ancestry <input type="checkbox"/> Age <input type="checkbox"/> English language status <input type="checkbox"/> Marital Status <input type="checkbox"/> Genetic information <input type="checkbox"/> Sexual orientation <input type="checkbox"/> All classes <input checked="" type="checkbox"/> Cannot identify a specific class		
3. Is there anything in place in the policy or elsewhere to ensure accountability (such as equity-focused benchmarks or data points)?	x		If yes, describe : Annual Report to VDOE (Discipline, Crime, and Violence—which will be revamped and change next year); internal review of ISS and OSS on our data dashboards; instituted this year that all referrals be put into PowerSchool for tracking by teacher and incident type. Anti-

			Racism annual report requires reporting on discipline data by school.
4. Should changes be made to make the policy more equitable and inclusive?		X	
5. Should this policy be referred to the Equity Policy Review Committee?		X	

Note: The review committee will consist of a panel of at least three individuals representing ACPS Staff and Diversity & Equity Advisory Committee (DEAC) members who have received relevant training in using the equity tool. Updated February 2019