Equity, Justice & Inclusion

FRAMEWORK STANDARDS

* EJIC’s Purpose Statement: DEMONSTRATING LEADERSHIP & PASSION
Help create a safe and inclusive climate throughout the district wherein diversity/differences are embraced and celebrated, every student and employee is inspired to achieve, thrive and grow, and where each is empowered to act against any form of intolerance, bigotry (and/or) injustice.

1. Data Review
Engage in a conversation on data, policy, and practice which leads to systemic change and supports the EJIC’s purpose statement *

2. Safe Learning Environment
Create a safe, caring, mutually respectful learning environment in each school where all students feel honored and valued

3. Support Student Learning
Implement initiatives that support student learning and improve academic performance

4. Effective Partnership
Engage parents and key stakeholders in community efforts to increase student success and build effective partnerships

5. Strategic Approach to Recruitment
Help other district departments adopt strategic approaches to diversity recruiting in hiring teachers, counselors and administration

6. Equitable Access
Ensure that all students have equitable access to diverse and inclusive education materials and experiences by implementing educational opportunities for every student, including, but not limited to, diverse curriculum, translated materials, College & Career Readiness opportunities, school-sponsored activities, etc.

7. Professional Development & Responsibilities
Engage in high quality professional development constructed on the Equity, Social Justice, and Inclusion Mission

8. Student Achieve, Thrive & Grow
Help create a safe and inclusive climate wherein diversity/differences are embraced and celebrated, every student and employee is inspired to achieve, thrive and grow

All Standards are built on EJIC goals, with the indicators taken from stakeholders’ survey, except for those specified by *