

Policies and Practices that Promote Equity and Racial Justice in our Schools

1. **Ensure that students of color have access to high-quality schools.**
 - a. Revise school zoning policies to promote equal access to high-quality schools and programs.
 - b. Allocate resources—people, time, and money—to schools based on student need.
2. **Eliminate racist and ineffective policies and practices related to student behavior and program placement.**
 - a. Revise discriminatory policies and practices related to student discipline and referrals to special education and gifted and talented programs; collect and review data regularly to ensure positive impact for students of color.
 - b. Eliminate academic tracking of students and promote access to and success in academically rigorous courses and programs of choice (e.g., Honors, AP, career and technical education, internships) for students of color.
 - c. Provide academic supports and enrichment to students of color as appropriate.
 - d. Provide opportunities for students and families to anonymously report micro-aggressions from staff, educators, and administrators; provide additional training for staff, educators, and administrators as necessary.
3. **Ensure that students of color have access to highly effective educators.**
 - a. Offer financial incentives for effective teachers and administrators to work in schools serving large percentages of low-income children and children of color.
 - b. Aggressively recruit and create systems of support (e.g., mentoring, professional learning communities) for staff, teachers, and administrators of color.
4. **Ensure that all students have access to high-quality curricula and instructional practices as well as unbiased assessments.**
 - a. Develop or adopt culturally affirming curricula and asset-based instructional approaches that empower students of color.
 - b. Train and support teachers to use research-based literacy instruction, culturally responsive teaching practices, and social and emotional learning practices that promote the safety and well-being of students of color.
 - c. Create or adopt an unbiased assessment system, allowing students to demonstrate their true knowledge levels and teachers to make accurate instructional decisions based upon that knowledge.
5. **Make schools the center of communities.**
 - a. Engage with students and families to determine how schools can best meet their interests and needs.
 - b. Provide access to health and social services to support students and families.
 - c. Make one-on-one technology the standard of practice and ensure internet access for all students.
 - d. Keep schools open for extended day and year programming for students and families.