

1111 EQUITY IN GRAND ISLAND PUBLIC SCHOOLS

Equity Value Statement

In the Grand Island Public Schools, equity is providing each individual what they need, when they need it, in an inclusive and anti-discriminatory environment.

Educational Equity Defined

“Educational equity means that all students have access to the educational resources they need at the right moment, at the right level, and with the right intensity, to not only reach high expectations for learning, but also to discover and explore their passions and make meaningful connections within the context of their postsecondary interests. Equity requires that these opportunities and outcomes exist across race, gender, ethnicity, language, disability, sexual orientation, family background, adverse events, and/or family income. Equity efforts will ensure that all students are known, heard, and supported while having access to the opportunities and resources needed to be ready for success in their post-secondary learning experiences, careers, and civic lives.” Nebraska Department of Education, *Commitments for Equity in Education 2018-2019*

GIPS Equity Commitments

We are committed to identifying, disrupting, and addressing our individual and district-wide biases so all students, staff and families are known, heard, connected, valued and supported. All stakeholders accept responsibility and hold themselves and each other accountable to cultivate an equitable district, free of racism and discrimination to ensure “Every Student, Every Day, A Success.”

We advocate for equity through:

- **Access and Inclusion For All**
 - GIPS is committed to equitable access, treatment, and outcomes for all students and staff regardless of the dimensions of culture (e.g. race, gender, ethnicity, language, disability, sexual orientation, family background, adverse events, and/or family income). School, home, and community partnerships foster meaningful engagement to ensure access and inclusion to all. Policies and practices will be identified, addressed, and monitored for inequities, racism and discrimination at the classroom, school, and district level.
- **Positive Relationships and Interactions**
 - GIPS is committed to a meaningful culturally inclusive environment characterized by acceptance, respect, support, safety, and a sense of belonging for all stakeholders. Individuals are empowered with the skills, expertise, and a safe space to advocate and commit to eliminating injustice and inequity. Evidence of positive relationships and intercultural competence will be identified, addressed, and monitored at the classroom, school, and district level.
- **Maximizing Individual Potential**
 - GIPS is committed to providing personalized educational experiences to meet individual needs of students, staff, and families that will lead to success. We celebrate the strengths and assets of every student to create meaningful and relevant opportunities to eliminate gaps. Students develop self-advocacy and use their voice for positive change. Academic achievement and other student outcome data will be analyzed and monitored at the classroom, school, and district level.
- **Intentional Distribution of Resources**
 - GIPS is committed to the equitable use of funds, staff, and other resources. Based on student need and district priorities, the allocation of resources will be monitored and adjusted at the classroom, school, and district level.

The Board holds itself and all district and school site decision makers, faculty, support staff, students, parents, and community partners accountable for building a district-wide culture of equity. The Board directs the Superintendent to implement the GIPS Equity Plan with clear and measurable accountability standards and procedures that can be assessed and reported transparently to the public. The Grand Island Public Schools Equity Plan has been approved by the Board and its

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subsequent implementation by all departments and school sites will be reviewed by the Board at least semi-annually.

Policy Adopted: 09.10.2020

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RESOLUTION #20200611_02

A RESOLUTION TO TRULY COMMIT GIPS TO ELIMINATING RACIAL INJUSTICE WHEREVER IT EXISTS IN OUR DISTRICT WHILE CONTINUING TO PRIORITIZE EQUITY IN ALL ASPECTS OF OUR ACTIONS.

Whereas Grand Island Public School's mission of Every Student, Every Day, A Success - and its embedded student commitments - states we are working for EVERY student without exception;

and

Whereas GIPS has formally adopted a strategic plan with equity embedded throughout all objectives and student success measures, including one objective entirely devoted to equity;

and

Whereas GIPS believes education is the great equalizer for all students - of all races, from all socio-economic levels, from all cultural backgrounds and with all kinds of challenges - and because of this we are dedicated to eliminating racial injustice at all levels and in all areas of our district;

and

Whereas GIPS is dedicated to providing early learning experiences for all children, including the most vulnerable children in our community, because we know early childhood education can make the largest long-term impact on all students' education and life-long career success;

and

Whereas GIPS has invested in elementary education, both in and out of the classroom, to provide learning for all students, particularly those without access to before and after school learning opportunities, so as to offer enriching activities to all children;

and

Whereas GIPS helps middle school students and families acquire early awareness of post-secondary potential, with the assistance of our GEAR UP PROMISE program, to create highly effective learners motivated to graduate from high school and achieve success in college and career;

and

Whereas GIPS has launched the Academies of Grand Island Senior High to create small learning communities based on student interest where they are seen, supported and connected; creating a level playing field by giving students of all walks the same chance to earn scholarships, internships, apprenticeships and other college and career readiness experiences;

and

Whereas GIPS recognizes the value of training our staff on culturally responsive teaching practices and have implemented initiatives to diversify our staff, such as the PathBack Program to encourage our students to come back to GIPS to teach when they finish college;

and

Whereas GIPS, this past year, began the task of conducting empathy interviews with students, staff and community members to gain a better understanding of the unique perspective of different races in order to make better decisions from a district level on equity;

Therefore, we as a united Board of Education

Resolve to rededicate ourselves to the actions outlined above for Every Student, Every Day, A Success because we know they are the best defense we can provide our children against the racial injustice they face;

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and

Reinforce our belief ALL students can learn and deserve equitable access to high-quality learning experiences;

and

Recognize, even as we acknowledge all of these things, we must do more to address our individual and district-wide biases, to truly commit GIPS to anti-racism and eliminating racial injustice wherever it exists in our district while continuing to prioritize equity in all aspects of our actions.

Adopted by the Board of Education of Grand Island Public Schools, Grand Island, Nebraska, on the 11th day of June, 2020.

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