



## Griffin School District - Equity Document

*Vision Statement: Lifelong learners leading productive, healthy and responsible lives.*

Equity is about giving kids what they need to succeed.

*Dr. Tyrone C. Howard. UCLA*

**Statement: We believe in equity for all students and that means giving students what they need to succeed.**

At Griffin we believe:

- Ongoing reflection is key to becoming our best selves.
- Collaboration in decision-making between students, families, and community members is essential.
- We must commit to understanding the root causes, historical contexts, and systematic barriers to equity.
- Policies and procedures should be intentionally crafted to support all learners.
- Resources should be distributed equitably.
- Inclusion occurs when ALL students feel welcomed and valued.
- Students can foster self-worth and value through promoting justice and equity.

<b>Area</b> At Griffin our...	<b>Adult</b> At Griffin we strive to...	<b>Student</b> At Griffin we strive for each student to...
<b>Leadership</b> <ul style="list-style-type: none"> <li>● School Board</li> <li>● Superintendent</li> <li>● Principal</li> <li>● Teacher</li> <li>● Families</li> </ul>	<ul style="list-style-type: none"> <li>● Provide a school improvement plan (SIP) in which the allocation of resources is reflective of our population</li> <li>● Craft Board policy that serves the student we serve today</li> <li>● Provide a safe physical school environment</li> <li>● Intentionally communicate our shared vision, success and struggles</li> <li>● Bravely challenge ourselves to create an inclusive culture</li> <li>● Capture voices of stakeholders in school improvement teams</li> </ul>	<ul style="list-style-type: none"> <li>● Feel safe, accepted, valued and respected</li> </ul>
<b>Curriculum</b> <ul style="list-style-type: none"> <li>● Adoption</li> <li>● Revision</li> <li>● Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>● Reflect our student’s stories and experiences in our learning material</li> <li>● Acknowledge and respect family heritage, race and characteristics</li> <li>● Provide rigorous anti-biased curriculum</li> <li>● Continually critique and analyze our curriculum</li> <li>● Create an environment where students can feel important for being themselves</li> </ul>	<ul style="list-style-type: none"> <li>● Feel acknowledged, represented, and understood</li> <li>● Be seen, be heard, be valued, have self-identity and self-worth</li> <li>● Have an equal chance for success</li> <li>● Know that their input is valuable</li> <li>● Gain a meaningful education</li> </ul>
<b>Student Support</b> <ul style="list-style-type: none"> <li>● Mental</li> <li>● Physical</li> <li>● Connection</li> <li>● Activities</li> </ul>	<ul style="list-style-type: none"> <li>● Plant seeds to connect students to high wage/high demand career pathways; understand requirements and funding</li> <li>● Ensure equal access to extracurricular activities</li> <li>● Provide opportunities for students to have access to mentors</li> <li>● Provide mental health resources and support for students</li> <li>● Understand that behaviors are indicators of an unmet need that require us to understand the function and teach an alternate skill set</li> <li>● Meet each student where they are in their learning abilities and styles</li> <li>● Ensure students leave with social and emotional strategies for a healthy and happy life</li> <li>● Support access to food, shelter and basic needs with dignity</li> </ul>	<ul style="list-style-type: none"> <li>● Explore careers and pathways to future success</li> <li>● Have connections to activities of interest outside the classroom</li> <li>● Have a positive view of the future</li> <li>● Foster positive relationships with adults</li> <li>● Feel safe to be their true self</li> </ul>

<b>Instruction</b> <ul style="list-style-type: none"> <li>● Training</li> <li>● Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>● Support student learning abilities and styles</li> <li>● Foster connections and relationships with our students</li> <li>● Recognize institutional and personal bias in our practice and make positive changes</li> <li>● Recruiting, hiring and retaining quality staff that represent our community</li> <li>● Identify and remove barriers because they are not an option, removing barriers is a beginning to success</li> </ul>	<ul style="list-style-type: none"> <li>● Realize their potential</li> <li>● Discover their strengths and recognize areas of needed growth</li> <li>● Recognize self-worth</li> <li>● Find motivation to grow academically, socially, and emotionally</li> <li>● Be connected to staff, school and community</li> <li>● Be hopeful for their future success</li> </ul>
<b>Assessment</b> <ul style="list-style-type: none"> <li>● Academic Data</li> <li>● Climate Survey</li> </ul>	<ul style="list-style-type: none"> <li>● Ensure all students make yearly growth in all core areas</li> <li>● Engage all stakeholders</li> <li>● Provide platforms for community members to express themselves</li> <li>● Practice active listening to make a change for systemic growth</li> <li>● Acknowledge, respect and value student voice</li> </ul>	<ul style="list-style-type: none"> <li>● Grow academically, socially, and emotionally</li> <li>● Feel heard and valued</li> </ul>

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