



**RACIAL AND ETHNIC EQUITY  
PPSD POLICY**

<p><b>General Belief</b></p>	<p>The Providence School Board believes all students deserve respectful learning environments in which racial and ethnic diversity are valued and contribute to successful academic outcomes for all students. The Board believes equity and cultural competence should be embedded in all educational and workplace policies and practices at Providence Public School District (“PPSD” or “District”).</p>
<p><b>Purpose and Scope</b></p>	<p>The purpose of the Racial and Ethnic Equity policy is to ensure that PPSD students have equitable educational opportunities to help them achieve their highest potential, and to prepare them to succeed in the nation’s colleges and universities, and in their chosen profession.</p> <p>The Racial and Ethnic Equity policy defines the expectations and strategies to examine how race, language and culture affect district-wide practices and academic achievement, including indicators such as graduation rates, suspension rates, and attendance.</p>
<p><b>Definitions</b></p>	<p>These definitions are provided to help in understanding the terms below as used in the Racial and Ethnic Equity Policy.</p> <p><b>Equity:</b> PPSD defines equity as providing students the resources and unique supports they need to learn and achieve at high levels, and creating solutions to ensure that <i>all</i> students thrive academically, socially, emotionally, physically, and across the dimensions of culture. As a community, we share responsibility for addressing the opportunity gaps that exist within our society and impact our students’ ability to reach their full potential.</p> <p><b>Student/Students:</b> All PPSD students, including but not limited to, students with disabilities, students who are economically disadvantaged, students who are overaged but under-credited, and students who are English language learners.</p>
<p><b>Guidelines and Implementation Strategies</b></p>	<p>The Superintendent will develop administrative regulations and/or plan to implement the Racial and Ethnic Equity policy.</p> <p>The regulations should address each of the following:</p>

**1. Review Equity of Programs District-Wide**

To infuse equity throughout all District policies and practices, PPSD will:

- a) Convene a working group, whose membership shall be reflective of the diverse races and ethnicities within Providence schools. The working group will examine issues and find adaptive solutions, which address the root causes and systemic underpinnings of inequity due to race/ethnicity identified at the school level and District level, rather than technical solutions which provide one-time, situational corrections;
- b) Develop the professional knowledge and cultural competence of employees to enable them to identify and implement policies and practices of racial and ethnic equity; and
- c) Eliminate practices deemed inequitable and implement proactive solutions.

**2. Establish Systemic Equity and Practices**

PPSD will develop and implement a District-wide racial equity plan that includes: Family, Student, and Community Engagement and Partnerships; Leadership; and Teaching and Learning.

a) Family, Student, and Community Engagement and Partnerships

PPSD will develop and implement equitable practices with students, their families, District partners, and other community members by:

- (i) Intentionally seeking and including diverse racial and ethnic perspectives in the development and implementation of culturally responsive teaching and learning practices and curriculum;
- (ii) Engaging family and community stakeholders with staff and students at the school sites in the development effective partnerships between home, school and community; and
- (iii) Inviting and including community stakeholders to provide diverse cultural perspectives to examining and addressing potential issues as they arise.

b) Leadership

PPSD leadership will ensure that equity guides all of its operational practices in alignment with the District's Affirmative Action plan by:

- (i) Recruiting, employing, supporting, advancing, retaining and continuously developing a workforce of racially conscious and culturally competent professionals.
- (ii) Setting short- and long-term goals to recruit, employ, support, advance, retain and continuously develop a workforce that reflects the racial and ethnic diversity of the students served by the District.

	<ul style="list-style-type: none"> <li>(iii) Modeling equity in professional and operational practices; and</li> <li>(iv) Developing accountability systems and metrics that measure and promote a variety equitable outcomes.</li> </ul> <p>c) <u>Teaching and Learning</u>  PPSD's faculty and support staff will work to increase their professional skill and capacity to effectively teach a racially and ethnically diverse student population by:</p> <ul style="list-style-type: none"> <li>(i) Ensuring a positive and academically rigorous school environment that engages <i>all</i> students;</li> <li>(ii) Collaborating with colleagues to create and implement personalized, culturally responsive instructional practices, curriculum, and assessments;</li> <li>(iii) Implementing practices that lead to equitable outcomes among students from different racial and ethnic backgrounds; and</li> <li>(iv) Seeking and including diverse racial and ethnic perspectives in the development and implementation of culturally responsive teaching and learning practices and curriculum.</li> </ul>
Training, Oversight, and Communication	The Superintendent is responsible for developing and implementing a District-wide Racial and Ethnic Equity plan, with clear accountability metrics that measure equitable outcomes for all PPSD students. The Superintendent will regularly report on the plan and outcomes to the Providence School Board and the community at-large.
Compliance with Laws, Confidentiality Requirements	The Superintendent will ensure that all PPSD personnel and all PPSD contractors comply fully with all applicable laws, rules, and regulations, and with all Board Policies. In the event any part of any Policy is unlawful, the Superintendent will report such event to the Board as soon as practicable and request of the Board a modification of this Policy.
Cross Reference	Providence Males of Color Initiative PPSD Affirmative Action and Equal Opportunity Policy (pending approval)
History	Policy Committee Review: May 1, 2017; June 19, 2017 Approved by Board: August 2, 2017