

**FRESNO COUNTY SUPERINTENDENT OF SCHOOLS
FRESNO COUNTY BOARD OF EDUCATION****Philosophy, Goals, Objectives, and Comprehensive Plans
EQUITY**

The County Superintendent and County Board believe that the diversity that exists among the community of students, staff, parents/guardians, and community members is integral to the County Superintendent's and County Board's vision, mission, and goals. Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the County Superintendent and County Board shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students.

The County Superintendent and County Board shall make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds. To ensure that equity is the intentional result of County Superintendent and County Board decisions, the County Superintendent and County Board shall consider whether their decisions address the needs of students from racial, ethnic, and indigent communities and remedy the inequities that such communities experienced in the context of a history of exclusion, discrimination, and segregation. County Superintendent and County Board decisions shall not rely on biased or stereotypical assumptions about any particular group of students.

The County Superintendent and County Board shall develop and implement policies and strategies to promote equity in County Superintendent and County Board programs and activities, through measures such as the following:

1. Routinely assessing student needs based on data disaggregated by race, ethnicity, and socio-economic and cultural backgrounds in order to enable equity-focused policy, planning, and resource development decisions.
2. Analyzing expenditures and allocating resources in a manner that provides all students with equitable access to County Superintendent and County Board programs, support services, and opportunities for success and promotes equity and inclusion. Such resources include access to funding; technology, equipment, textbooks, and other instructional materials; facilities; and community resources or partnerships.
3. Enabling and encouraging students to enroll in, participate in, and complete curricular and extracurricular courses, advanced college preparation programs, and other student activities.

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4. Building a positive school climate that promotes student engagement, safety, and academic and other supports for students.
5. Adopting curriculum and instructional materials that accurately reflect the diversity among student groups.
6. Ensuring the availability of necessary support services for students in need.
7. Conducting program evaluations that focus on equity and address the academic outcomes and performance of all students on all indicators.

The County Superintendent and County Board shall regularly monitor the intent and impact of its policies and decisions in order to safeguard against disproportionate or unintentional impact on access to County Superintendent and County Board programs and achievement goals for specific student populations in need of services.

Adopted: 06/17/2021

Legal References

Education Code

200-262.4 Educational equity
52077 Local control and accountability plan
60040 Selection of instructional materials

Government Code

11000 Definitions
11135 Nondiscrimination in programs or activities funded by state

Penal Code

422.55 Definition of hate crime
422.6 Interference with constitutional right or privilege

Code of Regulations, Title 5

4900-4965 Nondiscrimination in elementary and secondary education programs

United States Code, Title 20

1400-1482 Individuals with Disabilities in Education Act
1681-1688 Discrimination based on sex or blindness, Title IX
2301-2414 Strengthening Career and Technical Education for the 21st Century Act
6311 State plans
6312 Local education agency plans

United States Code, Title 29

794 Section 504 of the Rehabilitation Act of 1973

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United States Code, Title 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964
2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended
2000h-2000h-6 Title IX
12101-12213 Americans with Disabilities Act

Code of Federal Regulations, Title 28

35.101-35.190 Americans with Disabilities Act
36.303 Auxiliary aids and services

Code of Federal Regulations, Title 34

100.1-100.13 Nondiscrimination in federal programs, effectuating Title VI
104.1-104.39 Section 504 of the Rehabilitation Act of 1973
106.1-106.61 Discrimination on the basis of sex, effectuating Title IX

Management Resources

CSBA Publications

Meeting California's Challenge: Access, Opportunity, and Achievement: Key Ingredients for Student Success, 2017
The School Board Role in Creating the Conditions for Student Achievement, 2017
African-American Students in Focus: Closing Opportunity and Achievement Gaps for African-American Students, 2016
African-American Students in Focus: Demographics and Achievement of California's African-American Students, 2016
Latino Students in California's K-12 Public Schools, 2016
Research-Supported Strategies to Improve the Accuracy and Fairness of Grades, 2016
Climate for Achievement Governance Brief Series, 2015
Math Misplacement, 2015

Center for Urban Education Publications

Protocol for Assessing Equity-Mindedness in State Policy, 2017

Web Sites

CSBA: <http://www.csba.org>
California Department of Education: <http://www.cde.ca.gov>
Center for Urban Education: <http://cue.usc.edu>
Safe Schools Coalition: <http://www.casafeschools.org>