

## EQUITY POLICY

### A. Purpose

The Northumberland County School Board is committed to equitable and fair educational opportunities for all students through the support and allocation of appropriate resources, diverse learning opportunities, and commitment to equity and fairness across the school division. The Northumberland County School Board recognizes to achieve its goal of becoming a model, rural school division, the school board must improve achievement for all students, regardless of gender, gender identity, race, national origin, disability and/or gifted ability, religion, ancestry, political affiliation, age, marital status, genetic information, sexual orientation or any other characteristic protected by law. The Northumberland County School Board is committed to creating, building and sustaining a racially, ethnically, culturally and economically sensitive environment that provides equitable access to a high standard of education success for all students. The Northumberland County School Board recognized equity does not mean equal, but rather the establishment of high standards for all students is essential. The School Board is supportive of providing the opportunities, support, settings and resources so that all students receive a high quality, world class education.

### B. Overview

The Northumberland County School Board recognizes many critical factors must be considered to ensure all students achieve at high levels. Some factors include, but are not limited to: (1) the equality and stability of the teachers in a school; (2) the quality and stability of leadership in a school; (3) the allocation of resources, both fiscal, operational, and structural necessary to support high levels of student achievement; (4) the goal of high expectations for all students; (5) the provision of effective, responsive school and classroom settings with students and staff from diverse backgrounds. In recognizing these critical factors, the Northumberland County School Board reaffirms its commitment to the goal of educational excellence and equitable opportunities for all its students.

### C. Monitoring

On an annual basis, Northumberland County Public Schools shall measure critical factors in student achievement and behavior. The measurements are designed to assess the impact of current strategies and to assist with the development of budget and capital improvement plans. The measurements shall include, but are not limited to, the following:

1. The availability of educational opportunities.
2. Student achievement disaggregated by subgroups.
3. Student discipline data disaggregated by subgroup.
4. The availability of instructional materials and supplies.
5. The availability of media equipment and technology resources.

6. The status of facilities.
7. The number of properly licensed and endorsed faculty.
8. The diversity of employees across the school division.
9. The teacher/student ratios.
10. The teacher, building administrator, and division level administrator turnover.
11. The distribution of experienced teachers
12. The amount of federal, state, and local funds allocated to each school.
13. The opportunities for family and community involvement.
14. Diversity in honors and Talented & Gifted programs, including the Chesapeake Bay Governor's School and fine arts.
15. Diversity at the Northern Neck Technical Center programs.

The Northumberland County School Board commits to seek the funding necessary to provide equity in the allocation of resources to every school throughout the school division and to support the division superintendent's implementation of a framework to attain full accreditation for each school under the Every Student Succeeds Act of 2015 (ESSA).

The Northumberland County School Board will continue to seek the cooperation and support of the Northumberland County Board of Supervisors, Commonwealth of Virginia, and the Federal Government of the United States of America to obtain the funds necessary to provide for the achievement of all students who attend Northumberland County Public Schools. The Northumberland County School Board supports the deliberate, intentional pursuit of grant funding in order to achieve its educational goals.

#### D. Equity Report

The Equity Officer shall report once a year at a regularly scheduled budget work session on the school division's status of allocating the division's resources in an equitable manner among the schools.

Based upon the report findings, the Equity Officer shall develop an annual Equity Plan or plan updates with input from stakeholders. The Northumberland County School Board in conjunction with the beginning of the budget process will review the Equity Officer's report and Equity Plan to ensure that all students are being provided equitable opportunities, access, and support.

#### E. Community Advisory Committee

1. The Northumberland County School Board establishes a Community Advisory Committee to work with the Equity Officer to assist in the development of the division's improvement plan and to advise the Superintendent on equity issues within the school division. The community Advisory committee also shall assist the Superintendent in developing strategies for ensuring that equitable educational opportunities are provided to all of the students who attend Northumberland County Public Schools.

2. The Community Advisory Committee is an advisory committee of the Northumberland County School Board and shall include the Equity Officer as well as at least five (5) other members appointed by the superintendent.
3. The five (5) members of the Community Advisory Committee shall include, but not limited to, one (1) member of the school administration, one (1) parent, one (1) secondary student, one (1) member from the Northumberland Education Association, and two (2) members who are citizen of Northumberland County. The Superintendent shall serve as an ex-officio member of the Community Advisory Committee.

F. Community Advisory Meetings

The community Advisory Committee shall meet as needed, but not less than two (2) times annually. The Equity Officer in accordance with state and local states shall set the time and place of committee meetings. The Northumberland County School Board Clerk shall maintain meeting agendas in the School Board Office records.