

Educational Equity Resolution

The Mission of the McFarland School District is, *"Meeting the needs of every learner every day"* and the Vision is *"An equitable and inclusive community committed to student belonging, achievement, and growth."* To realize our Mission and Vision, we must identify and acknowledge the marginalization, disparities, and inequities that exist in our systems, structures, and practices. It is our responsibility to actively address and change these conditions to ensure positive equitable educational outcomes for all McFarland students.

The McFarland School District has adopted the following definition of educational equity: "Educational equity means systems are set up so that every student has access to the resources and educational rigor they need at the right moment in their education, across race, gender, ethnicity, language, ability, sexual orientation, family background, and/or family income." The District believes strongly in the value of diversity, equity, inclusion, and belonging as fundamental features needed to serve and support our students and the larger learning community. Committing to these efforts, including embedding them in our district strategic plan, will make certain the McFarland School District is focused on dismantling barriers and maximizing educational opportunities and outcomes for the entire learning community.

The McFarland School District commits to:

- Equitably supporting all students, staff, and families.
- Fostering and promoting equitable educational experiences for all.
- Celebrating the values of our diverse community.
- Uplifting and incorporating student voices.
- Standing against and acting swiftly when addressing words or actions of racism, bigotry, intolerance, discrimination, hate, and violence.
- Implementing strategies and best practices that support anti-racism, anti-bias, cultural responsiveness, diversity, and inclusivity.
- Delivering a fully inclusive curriculum throughout a student's education that reflects the diversity of all and prepares students for engaging with an interconnected global society.
- Incorporating annual professional development in the areas of cultural responsiveness, accessible teaching & learning, and diversity, equity, & inclusion development for all staff.

This policy elevates the previous commitments made by the District in the McFarland School District Resolution in Support of Diversity and Equity adopted on June 15, 2020 and Board Policy 2105.01 - District Resolution in Support of Diversity and Equity adopted on May 3, 2021.

Adopted on April 15, 2024 by the McFarland School Board