

# Tigard-Tualatin School District 23J

Code: ADB  
Adopted: June 10, 2013  
Revised:

## Equity Policy

The Tigard Tualatin School District Board of Directors is committed to ensuring that our schools work for each student. We believe that in order to be successful we must be intentional about improving the performance and raising the achievement of each student; narrow the gap between the highest and lowest performing students; and eliminate the racial predictability and disproportionality of which students are in the highest and lowest achieving groups.

Tigard Tualatin School District is a community of learners passionately committed to equity and excellence for everyone touched by our school district.

We believe:

1. Children of every race can and will learn at the highest levels when all staff ensure equitable access and hold every student to high expectations.
2. Every adult employed or volunteering in the Tigard-Tualatin School District must have the moral imperative and skill to eliminate racial disparities.
3. The Tigard-Tualatin School District will only be excellent when families of color are empowered as equal partners to influence, inform, and impact decisions throughout our school system.
4. Our community will be able to reach its full potential only when TTSD educates students of all races to the highest levels.

To accomplish this goal we will:

1. Use racially disaggregated data to inform all district decision-making and instruction.
2. Expect all TTSD staff to learn and use the Courageous Conversation Protocol so we continuously improve our will, skill, knowledge and capacity to eliminate racial disparities in our district.
3. Involve members of our community who are racially representative of our district and honor their multiple racial and cultural perspectives.
4. Hold one another mutually accountable for examining our policies, practices and programs for racial biases and eliminating racial disparities in our district wherever they are found.
5. Strive for continuous growth in all we do by building and supporting a district-wide, equity-focused professional learning organization and culture.

END OF POLICY

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### Legal Reference(s):

ORS 332.075  
ORS 332.107