

# Belle Valley School District #119

## District Sex Equity Plan

2019-2020

The Belle Valley School District does not discriminate against pupils on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap in its educational programs or activities.

The goals, objectives and actions in this plan are designed to address the needs of any and all of the Belle Valley populations.

### **GOAL #1: Apply the skills, methods and strategies necessary to assure that classroom practices are free of discrimination and bias.**

#### **Objectives:**

- To have a positive impact on the behaviors of educators and students in order for them to co-exist with respect and dignity for all persons.
- To conduct instruction in such a manner that all students are given the opportunity to develop their potential and aspirations without limits imposed by bias and stereotyping.
- To heighten staff awareness of the impact of teacher bias, stereotyping and discrimination on students.
- To demonstrate the use of inclusionary language.

#### **Annual Checklist:** [To be completed by district principals]

Initial/Year

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|--|-------|
| 1. Review the equity plan and reiterate district equity goals.     | _____ |
| 2. Reiterate equity goals through faculty and parent newsletters.  | _____ |
| 3. Include Equity Plan in handbooks.                               | _____ |
| 4. Include Equity Plan on district website.                        | _____ |
| 5. Provide professional development to staff & administration.     | _____ |
| 6. Provide professional development in differentiated instruction. | _____ |

**GOAL #2: Strive to assure that students, staff, parents and community honor diversity in society by interacting in a manner that shows respect and dignity for all persons.**

**Objectives:**

- To educate all students in an environment free of harassment. \_\_\_\_\_
- To establish a working environment for staff free of harassment. \_\_\_\_\_
- Provide professional development in recognizing forms of harassment. \_\_\_\_\_
- To effectively respond to complaints of harassment/discrimination. \_\_\_\_\_
- To increase student/staff awareness of all forms of discrimination. \_\_\_\_\_

**Annual Checklist:** [To be completed by district principals]

Initial/Year

1. Present yearly up-date to Administrative Team. \_\_\_\_\_
2. Ensure all notices are placed in office areas. \_\_\_\_\_
3. Review harassment/discrimination actions taken during previous year. \_\_\_\_\_
4. Implement and monitor approved bully prevention program. \_\_\_\_\_

**GOAL #3: Assure that curriculum and materials are unbiased in their representation of gender, ethnicity and other differences included in the diversity of humankind.**

**Objectives:**

- To assure all instructional and media materials reflect the cultural diversity and pluralistic nature of society; to review students services materials and methods to eliminate evidence of bias, stereotyping and discrimination.
- To continue to review current materials and balance or modify those which reinforce bias and stereotyping.
- To promote greater understanding and appreciation of the contributions of diverse segments of the United States society through curriculum development and review.

**Annual Checklist:** [To be completed by district principals]

Initial/Year

1. Monitor course enrollment data on gender and race. \_\_\_\_\_
2. Enhance curriculum with gender, disability and cultural perspectives. \_\_\_\_\_
3. Analyze testing to identify disparities in achievement. \_\_\_\_\_
4. Provide staff development in diverse perspectives. \_\_\_\_\_

**GOAL #4: Provide fair treatment to everyone in co-curricular/extra-curricular activities maintaining freedom from bias, stereotyping and harassment.**

**Objectives:**

- Ensure compliance with existing rules/regulations.
- Ensure all student activities, performances, and tryouts include a variety of skills to attract diverse members.
- Ensure that all athletic, extra-and co-curricular activities are free from discrimination, bias and stereotyping.
- Ensure opportunities and rewards for athletics, extra- and co-curricular activities are available to all students.

**Annual Checklist:** [To be completed by district principals]

Initial/Year

1. Provide training to coaches / re-cap yearly.
2. Develop strategies for increasing enrollment of under-represented.
3. Perform annual meetings with coaches/administration to discuss.
4. Enhance communication between coaches, parents & administration.

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***IT IS THE RESPONSIBILITY OF THE BELLE VALLEY ADMINISTRATIVE TEAM TO VISIT THIS PLAN ANNUALLY AND MAKE ADJUSTMENTS/ALTERATIONS FOR THE BENEFIT/WELFARE OF OUR STUDENTS & FACULTY.***