

Policy Type: Operational Expectations**Diversity and Racial Equity**

The Superintendent shall work with the Anti-Racism Coalition and staff to annually update the goals and plan for increasing and celebrating diversity and ensuring racial equity throughout the district. These goals and plans shall be directly related to the Boards' Results priorities and Operational Expectations goals and shall reflect the current needs and status of the organization.

The Superintendent will:

1. Assure that student success includes educational and extracurricular experiences that directly support African American students in elementary through secondary grades.
2. Assure that diverse student perspectives are infused into regular district-approved curriculum.
3. Assure that Honors and AP classes better reflect the demographics of the district. Increase Advanced Placement and Honor Class opportunities for every student and encourage greater participation and success from our diverse student population.
4. Train staff in and implement instructional and participation strategies to increase engagement among African American students.
5. Develop and maintain a recruitment, selection, and retention plan for staff to reflect a diverse workforce that more closely aligns with the student population, with particular attention to the recruitment, selection and retention of African American staff.
6. Require that all new employees be trained in unconscious bias and provide ongoing professional development opportunities regarding cultural responsiveness.
7. Assure that security staff focus on relationships with students, receive proper training and practice restorative justice strategies.
8. Assure that staff members demonstrate value of all students and respect their unique cultural backgrounds and actively work to build strong relationships with students.
9. Provide diverse and multiple opportunities for parents of diverse student populations to engage with the District via individualized Parent Advisory Councils, including but not limited to: AAPAC, DELAC, NAPAC, SEPAC, LGBTQ PAC, LatinXPAC, and others, the District will update this list as necessary.
10. Assure that results reports present disaggregated outcome data for all student groups.

Adopted: March 9, 2021
Revised: August 9, 2022

Monitoring Method: *Internal report*
Monitoring Frequency: *Annually*

Palm Springs Unified School District Board of Education