

Equity: MVLA

Board Policy 0415

October 5, 2020

MVLA Board Goals

Improve academic achievement of all students at all performance levels by:

- Aligning curriculum, grading systems and practices
- Promoting achievement of students in Science, Technology, Engineering and Math
- Supporting the well-being of students and staff
- Providing facilities that optimally enhance learning
- Maintaining fiscal stability

District and Site Values and Goals

- **Mountain View Los Altos High School District believes equity to be a guiding principle of our work.**
 - Board goals for academic achievement
 - [Resolution denouncing racism and supporting equity](#)
 - [Resolution declaring MVLA a Sanctuary District](#)
- **LAHS Equity Goal:** “Establish and uphold material resources, teaching practices, and institutional systems to ensure an **EQUITABLE** experience for all students”
- **MVHS Equity Goal:** “Continue to narrow the **opportunity and expectation gap** for critical learners including: EL, Special Ed and Latino students”

Our Past Equity Work and Timeline

- Equity Focus 1980-Present
 - Institutionalized AVID program
 - Conversations on “0” grade
 - Training on Equitable and Inclusive Classroom Practices
 - Training on Gender Inclusivity to Support Learners in the Classroom
 - Gender Support Plan
 - Academic support and interventions
 - Master Schedule
 - Various equity book clubs, PLCs, TIS, etc
 - Diversity Week, Diverse Student Clubs
 - New Teacher Onboard Equity Trainings and conversations and coaching with equity as foundation
- Equity Integrated into District Goals 2017
- Equity Embedded into Western Accreditation Schools and Colleges (WASC) goals
- Equity Definition Approved by Board 2019
- Equity District Focus 2019-2020, 2020-2021
- Equity Training required within Board Policy 0415

MVLA Board Policy

0415

Philosophy, Goals, Objectives and Comprehensive Plans

The Board of Trustees believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is **integral** to the district's vision, mission, and goals. Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the district shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students.

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The Board shall make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds. To ensure that equity is the intentional result of district decisions, the Board shall consider whether its decisions address the needs of students from racial, ethnic, and indigent communities and remedy the inequities that such communities experienced in the context of a history of exclusion, discrimination, and segregation. Board decisions shall not rely on biased or stereotypical assumptions about any particular group of students.

The Board and the Superintendent or designee shall develop and implement policies and strategies to promote equity in district programs and activities, through measures such as the following:

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1. Routinely assessing student needs based on data disaggregated by race, ethnicity, and socio-economic and cultural backgrounds in order to enable equity-focused policy, planning, and resource development decisions.
2. Analyzing expenditures and allocating financial and human resources in a manner that provides all students with equitable access to district programs, support services, and opportunities for success and promotes equity and inclusion in the district. Such resources include access to high-quality administrators, teachers, and other school personnel; funding; technology, equipment, textbooks, and other instructional materials; facilities; and community resources or partnerships.

Amendment: Add Actions to Board Policy

Recommendation:

We are recommending annual training in support of Board Policy 0415 goals.

Allocate resources to support regular staff training in pursuit of MVLA's district-wide goals of inclusion and educational equity.

This training will include the topics of Race, Social Justice, LGBTQ Rights, and anti-racist and anti-bias practices. The district will bring back a report to the Board of Education as part of an annual data review process.

BOARD OF TRUSTEES

CABINET

ADMINISTRATIVE
TEAMS

LEADERSHIP
TEAMS



COORDINATOR TEAMS

WASC TEAMS

STUDENTS & PARENTS

COMMUNITY GROUPS

Actions

Equity Alliance Team

Equity Goal of Board

Staff Training/Facilitated Conversations:

Ethnic Studies

Social Justice

Racial Justice

Culturally Responsive Teaching

Next Steps

Bring back amended Board Policy 0415

Review and research facilitation

Collaborate with various teams

Schedule training if approved

Engage community

Thank You!

MVLA

HIGH SCHOOL DISTRICT