

Equity

The Kankakee School Board of Education is committed to advancing equity in all facets of our school organization. Kankakee School Board of Education also recognizes that excellence requires a commitment to equity and to identifying practices, policies and institutional barriers, including institutional racism and privilege, which perpetuate opportunity and achievement gaps. As a governing body, we will:

- Provide every student with equitable access to high quality and culturally and linguistically relevant instruction, curriculum, and other educational resources.
- Provide every student with a highly effective, licensed teacher.
- Create multiple pathways to success in order to meet the needs of our diverse student body.
- Actively encourage, support and expect high academic achievement from all students.
- Develop consistent hiring practices and a process to actively recruit, employ, support and retain a highly qualified workforce that includes racial, gender, and linguistic diversity, as well as culturally competent administrative, instructional and support personnel with an equity mindset.
- Provide professional development to strengthen employee knowledge and skills in eliminating disparities in achievement based on ability status, race and/or ethnicity.
- Remedy any practices that lead to over-representation of students of color in special education and student discipline.
- Remedy any practices that lead to under-representation of students of color in programs such as gifted programs, academies, and early college experiences.
- Welcome, empower and recognize students and families of all racial and ethnic backgrounds as essential partners in their student's education, school planning and District decision-making.
- Allocate financial resources in an equitable and fiscally responsible manner.
- Include and consider the input of government agencies, non-profit organizations, business and the community in general in ensuring equity of programs to all students.
- Hold the Superintendent, school and central office administrative leadership, and all remaining District staff accountable for their contributions toward measurable progress in ensuring these mandates.
- Develop action plans with clear accountability and metrics – including prioritizing staffing and budget allocations, as well as ensuring equity in the allocation of resources used to accomplish these mandates.
- Update action plans and progress towards these mandates that will be reported to the School Kankakee School Board of Education annually.

Adopted: October 15, 2024