

Equity, Inclusion, and Classroom Celebration Policy

Policy No. 115

PSESD Early Learning Program honors, respects and values diversity and ensures inclusivity in terms of race, color, culture, language, national origin, religion, creed, family composition, marital status, sexual orientation, class, gender, age, and mental/sensory/physical abilities. We support the cultural enrichment of all enrolled families.

The Early Learning classrooms will provide an environment that recognizes and incorporates the diversity of its families and the community in which they live so all enrolled children and families can participate. In order to be respectful of everyone's beliefs and financial/socio-economic status, we save religious and commercial holidays, as well as organized birthday celebrations, for families to celebrate on their own.

There will be ongoing staff professional learning on racial and cultural competence and inclusionary practices so that program activities and celebrations will be designed and planned to build positive self-esteem that enables all children and families to participate.

All parents/guardians will be informed verbally and in writing of this policy and related procedures at orientation, enrollment or other means. An interpreter will be used when possible to support understanding of both verbal and written information. Written information will be provided in the parent/guardian's home language when possible.

This policy was designed to help eliminate the Opportunity Gap. For clarification the Opportunity Gap and Achievement Gap definitions are listed below:

Opportunity Gap:

Access gaps that arise from the inequities in the education system that pose as barriers to student academic success. All students can succeed, but they need highly effective teachers, exemplary curriculum and materials, and appropriate academic and social support-resources that are often missing today for students of color (students of diverse racial and ethnic backgrounds).

Achievement Gap:

The difference in achievement between diverse racial and ethnic students (students of color) and their white counterparts.

Approved by Policy Council: July 17, 2018

Approved by Board of Directors: September 19, 2018