

Purpose

Covington Independent Public Schools is committed to the success of every student in each of our schools and to achieving our district's mission to inspire and prepare our students to excel academically and personally. We believe that the responsibility for student success is broadly shared by district staff, administrators, instructors, communities, and families. We are focused on closing the opportunity gap and creating learning communities that provide support and academic enrichment programs for all students.

Defining Educational Equity

Covington Independent Public Schools believes that every student should have access to the opportunities, resources, and educational rigor they need throughout their educational career to maximize academic success and social emotional well-being. Covington Independent Public Schools endeavors to view each student's individual characteristics as valuable. These characteristics include but are not limited to ability (cognitive, social emotional and physical), ethnicity, family structure, gender identity and expression, language, race, religion, sexual orientation, and socio-economic status.

Equity is the deliberate process of treating all individuals with respect and providing all students with resources, support, and opportunities that are tailored to their individual needs, to ensure that every student has the greatest opportunity to learn and the educational foundation necessary to achieve personal success and self-sufficiency for school, for career, and for life. To codify its definition of educational equity, Covington Independent Public Schools agrees that quality instruction for all students will be achieved when the results of deliberate actions to close the racial, income, linguistic, teaching, and learning achievement gap becomes the driving force of Covington Independent Public Schools.

Policy Commitments

The Covington Independent Public Schools Board of Education and Superintendent, in consultation with cabinet leadership, has identified six key areas the equity policy will address. The following policy commitments are intended to clearly identify the work Covington Independent Public Schools will undertake to support the equity policy.

These are:

1. District-Level Equity Planning
2. Professional Development
3. Using Data for Equity
4. Student Support
5. Recruitment & Retention/Talent Development
6. Organizational Culture

Reporting and Accountability

Each of the afore mentioned policy commitments shall be owned by a cabinet level administrator who oversees a district level department. After ownership is determined, appropriate metrics should be determined at not only the district level, but also those impacting individual schools and additional district offices. These data should be able to be easily captured for measurement and should feed up into the district aggregate to inform progress to larger district goals.

The Superintendent shall report to the School Board at least twice per year on the progress towards achieving the goals outlined in this policy. The Superintendent's report should elucidate the implementation of this policy at the classroom, school and District levels, and progress on meeting the measurable goals established in the system-wide plan.

Progress toward implementation of this policy and the reduction of gaps in achievement, learning, expectations, opportunities, and disciplinary outcomes shall be considered part of the Superintendent's evaluation.

Related Policies

As applicable, the Covington Independent Public Schools equity policy should reference and include any existing board policy that may be informed by the policy commitments contained within.