



Book CCSD Policies

Section 0000 Philosophies, Goals and Objectives

Title 0105 Diversity, Equity and Inclusion Policy

Code

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- () Required
- (X) Local
- () Notice

Diversity, Equity, and Inclusion Policy

The Board of Education believes that an explicit commitment to promoting diversity, equity, and inclusion district-wide through policies and practices is important to provide every student what they need to be successful. Further, the Board recognizes the diversity of Cornwall Central School District students as one of the district’s greatest strengths and opportunities to leverage in the work of promoting educational equity. As such, this policy is meant to serve as a tool to improve our district’s learning environment and ease divisions, not to create new divisions within our community.

In order to promote educational equity across the Cornwall Central School District, the Board commits to:

- a. Ensuring equitable access and opportunity in order to promote greater achievement for all students with a targeted focus on identifying and addressing disproportionalities as early as possible during students’ education in Cornwall. Our goal is to raise the performance of all students, not to achieve equity in results by lowering standards.
- b. Reviewing and re-evaluating district policies and practices to ensure they are aligned with the goals herein. The Board will implement changes only after careful consideration and review.
- c. Addressing barriers to equitable access and opportunity based on protected class identities (including, but not limited to race, ethnicity, culture, language, gender identity and expression, sexual orientation, religion, disability, and socioeconomic status).
- d. Ensuring all Cornwall CSD staff, who have direct and indirect contact and influence on students, receive professional development focused on the implementation of the tenets of this policy.
- e. Being intentional about the ways in which the district attracts, recruits, cultivates, and retains personnel who better mirror the diversity of the student body we serve. While pursuing our goal of having a more diverse workforce, the District will always judge candidates based upon their individual merits and qualifications. We will hire the best available candidates to ensure that we *“Strive for Excellence Every Day”*.

Accountability, Transparency, and Review

The Board and all district staff members accept responsibility and will hold themselves and each other accountable for every student having full access to quality education, qualified teachers, challenging curriculum, full opportunity to learn, and sufficient, individually-tailored support for learning so they can achieve at excellent levels in academic and other student outcomes. In pursuit of this commitment, the Superintendent will establish a district-wide Diversity, Equity and Inclusion Committee. The committee will encompass representation from staff, administration, students, parents, the Board, and the community.

With committee input, the Superintendent is directed to develop and implement a plan for ensuring that equitable educational opportunities are being provided to all students. The Superintendent will adopt goals and corresponding metrics related to this policy. The district will identify the multiple indicators necessary to monitor student outcomes, engagement, and school climate, and specific data that will be used to ensure equitable access, opportunity, and optimal achievement for all students. Reporting may include, but is not limited to, standardized test scores, percentage of students in Advanced Placement and accelerated courses, suspension and referral reports, and parent and student perceptions about school.

The Superintendent will regularly report progress on the equity, inclusivity, and diversity plan and outcomes. Based on those results, this policy may be revised as needed.

Diversity, Equity and Inclusion Policy Communication

To be successful in this endeavor, it is imperative that all members of the school community are aware of this policy. The Superintendent, or designee(s), is directed to ensure that this policy is communicated to students, staff, and parents. This policy will be posted on the district's website, and will also be published in student, parent and employee handbooks, and other appropriate school publications.

Policy Enforcement

The Board directs the Superintendent or designee(s) to enforce this policy and establish guidelines and procedures for its implementation. The Board will assess the district's adherence to this policy and take necessary measures to ensure its enforcement and compliance.

DEI Committee

The District will establish a Diversity, Equity and Inclusion (DEI) Committee that meets periodically throughout the year. The purpose of this committee is to assist the Superintendent in creating and implementing a detailed plan that advances the District's commitment to fostering and maintaining a diverse, equitable, and inclusive environment where all individuals feel valued and respected. As needed, the DEI Committee will provide the Superintendent with recommendations for how the District can better promote diversity, equity, and inclusion.

The District will actively seek members for the DEI Committee through the use of email, newsletters, the District's website, social media pages, and/or advertisements.

The DEI Committee will be representative of all stakeholders, and may include (to the extent possible), but not limited to, representatives from the following groups:

- a. Students;
- b. Parents and persons in parental relation;
- c. District/building administrators;
- d. Teachers;
- e. Other District staff;
- f. The Board; and
- g. Community members.

Adopted: April 8, 2024