

# Equity Non-Negotiables

**organizational non-negotiable:** (n) an expectation derived from a set of principles or beliefs that is core to the mission of the organization and not open to interpretation or modification.

1. **Eliminating inequities begins with each of us.**
2. **We are responsible for the prevention of student failure, supporting students' social emotional growth, and overall organizational improvement.**
3. **Student involvement in all organizational programming is representational and equitable.**
4. **Educational teams are intentionally designed and collaborate on grade level teams to increase and transform one another's instructional capacity.**
5. **We collaborate to analyze data, design proactive instruction, and select strategies for all learners assigned to our team.**
6. **Instruction is culturally relevant and curriculum is rigorous for all learners.**
7. **Curriculum and programming are proactively developed and revised to be delivered to improve overall student achievement, accommodate individual learning differences, and be delivered in flexible learning environments.**
8. **Student performance profiles are regularly updated and maintained in order to assist educator teams in documenting progress and goals and determining appropriate instructional delivery methods of engaging students in learning.**
9. **We will always persevere in serving students - even when a student lacks home support, guidance, and/or requisite knowledge; fails to exert the expected effort; and/or refuses to adhere to the code of conduct.**
10. **All district policies, procedures, and funding are aligned with the school district's Equity Non-Negotiables and are leveraged to eliminate inequities.**