

**NORTH PENN SCHOOL DISTRICT,
Montgomery County,
Pennsylvania**

EQUITY STATEMENT AND BELIEFS

**OF THE BOARD OF SCHOOL DIRECTORS OF THE
NORTH PENN SCHOOL DISTRICT**

In an effort to make the North Penn School district a more equitable institution of learning for all students, the Board of School Directors of the North Penn School District hereby adopts the following Equity Statement.

**Purpose of
Education**

It is economically and morally vital that the North Penn School District prepare all our students to be college- and/or career-ready, to actively participate in our democracy, and to respect, value and include diverse peoples.

**The Call for
Equity**

Recognizing the critical role of school leaders in the provision of education for our students, the Board of School Directors of the North Penn School District calls for equity.

Equity is the just and fair distribution of resources based upon each individual student's needs. Equitable resources include funding, programs, policies, initiatives and supports that target each student's unique background and school context to guarantee that all students have equal access to a high-quality education.

Students in the North Penn School District enter school buildings with their school supplies, ready to learn. Students also bring with them unique gifts, individualized learning styles, skills, experiences and cultural identities. A significant number of our students also carry the weight of poverty, racism, sexism, trauma, and other forms of

prejudices and conditions that affect how they perform in school. Achieving equity ensures that students' identities will not predetermine their success in schools.

As school leaders, we have an obligation to ensure that each and every child has the opportunity to fulfill the purpose of education by addressing the individual needs and concerns of students. This is essential in order to eliminate achievement and opportunity gaps created and perpetuated through disparities that include but are not limited to:

1. Under representation of students of color in Advanced Placement courses
2. Disproportionality in the frequency of suspensions and expulsions for students of color
3. Disproportionality in the identification of students of color for Special Education services
4. Lack of representation of the black experience in educational curricular materials
5. Inequitable distribution of district resources.

The *achievement gap* is the academic disparity or differences between groups of students. Typically, the achievement gap pertains to major differences in academic indicators such as test scores and graduation rates between white students and students of color, economically advantaged and economically disadvantaged students, male and female students, English proficient and English learner students, and special education and non-special education students.

The *opportunity gap* represents how the education system delivers education to different groups of students. Disparities in educational delivery lead to different academic, social and economic outcomes between students due to the inequitable distribution of opportunities, resources and funding.

In the pursuit of equity, the Board of School Directors of the North Penn School District is committed to assessing our actions locally and acting to address both individual and systemic issues of inequity in order to overcome institutional barriers and create opportunities so that all children have the tools and supports necessary to achieve their highest potential.

The Board is dedicated to advancing and enacting equitable policies, practices and programming in our schools and throughout our community.