

Procedure
0130P: Equity
and
Accountability


In accordance with [Policy 0130](#), the following criteria will be considered in the creation and review of all District policies, procedures, District-wide and program-specific plans, initiatives, budgets, and curriculum materials.

- ***Consider each and every student.***

- Which student groups (e.g., racial/ethnic, students with disabilities, English language learners) are most affected by this? What are the potential impacts on these groups?
- Does this ignore or worsen existing disparities or produce other intended or unintended consequences that may impact any particular student groups? How?
- How does/could this promote opportunity or access for those who have been historically excluded? How can this benefit all students equitably?

- ***Serve all students and stakeholders.***

- How does this put serving students first?
- Who are all the stakeholders impacted (intentionally or unintentionally)? What are the relevant needs of stakeholders? How are they impacted? How do/will we know?
- How does this impact student stress or anxiety?
- What family engagement and community involvement are needed for this to be successful?

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- ***Align with values, historic realities, and current contexts.***
 - How is this aligned with the District's mission, vision, and values, and current strategic and annual plans? Are there any ways it is not aligned, and if so, is there a clear path to reconcile any misalignments?
 - How does this account for the history and current realities relevant to race, racism, disabilities, poverty, English language learners, gender, sexual orientation, religion, and learning opportunities and outcomes?
 - How does this result in preventing, reducing, or removing barriers (e.g., emotional, financial, programmatic, or managerial concerns, or unnecessary mandates) to more equitable outcomes?
 - ***Build in accountability.***
 - Have provisions been made to provide necessary supports (e.g., training, resources, time, etc.) for implementation?
 - What measurable outcomes will be monitored for evaluation of success and impact (intended and unintended)? What is the timeline and process for monitoring, evaluating, and updating as needed?

- ***Reflect on review findings and changes made.***
- Based on what was learned from completing this review, what revisions or changes have been made?
- How were implementation and monitoring plans adjusted to ensure key relevant issues will not be missed?

A Critical Criteria Planning Template has been designed for this purpose and is included as [Exhibit A](#) of Procedure 0130P