



## Equity Definition, Vision, and Beliefs

### Definition:

Equity in Eastern Carver County School District means a student's identity - their race, ethnicity, gender, sexual orientation, class, immigration status, religion and/or disability – does not predict their success. All students are provided the tools, resources, and support they need to achieve their personal best.

### Vision:

Eastern Carver County Schools is a safe, welcoming, and inclusive district where all students feel heard, seen, and valued. Our district celebrates students for who they are - their unique personal story – and provides students with a personalized, exceptional education that will help prepare them for who they want to become.

### We believe:

- Equity is essential and foundational to the success of Eastern Carver County School District
- Everyone is welcome and belongs in our school community
- Our students and staff bring diverse life experiences - assets that should be recognized, celebrated, and embraced as opportunities for growth and learning
- All learners can achieve high academic standards; high expectations will be communicated, supported, and maintained
- All students must see themselves reflected in the district; this means in staff, teachers, and administrators
- Curriculum must be inclusive and include diverse perspectives
- Authentic, two-way relationships between families, schools, and community partners is valued and nurtured across all demographics
- Explicit and transparent communication is vital to build trust and foster relationships
- Staff will participate in ongoing professional development and training to build a shared foundation for equity, foster change and develop a growth mindset
- Resources must be allocated to sustain equity work
- Measurable equity outcomes and accountability are essential to ensure progress

*The Eastern Carver County School District is fully committed to this work and believes it must be interwoven through everything the district does.*