

GUIDING PRINCIPLES for EQUITY – BHS ADMINISTRATIVE COUNCIL

FALL 2015

We will work to understand:

- Our own identity
- The identities of our colleagues
- Our students' identities
- The identity of our students' families and how these all play out in our assumptions and administrative actions

We will:

- Work to create safe spaces so that people's points of view can be shared
- Be open to self-reflection and growth as learners and educators
- Make time for discussions about equity and inclusion

We will:

- Define educational equity and what we are aiming for
- Determine the data picture against which we will measure our progress – both quantitative and qualitative
- Include diverse student and parent voices (in planning, process)
- Ensure all teachers engage in the work of equity – every coordinator leads ongoing equity work in department or program
- Create ways for teachers to share/experience different styles of teaching that engage students
- Focus on the larger picture of students' holistic, current, and future experience
- Ask who will benefit and who will not be taken into account when discussing school policy/decisions
- Consider how policy decisions create opportunities for all students to be successful in honors/advanced level classes

- Recruit, support, and retain faculty of color
- Continue to support our programs and continue to BUILD THE CORE (teacher muscles) around EQUITABLE PRACTICES