

## CALEDONIA CENTRAL SUPERVISORY UNION

### CABOT SCHOOL

#### **POLICY D22**

#### **DIVERSITY, EQUITY & INCLUSION**

The Cabot School District decisively commits to provide a barrier-free safe and supportive learning environment for all our students, one that affirms the identity of each student and acknowledges and celebrates differences to create a sense of belonging for each student. Cabot School will counteract the present and historic impact of bias, prejudice and discrimination that, for generations across our nation, has inhibited access to equitable educational opportunities for all students – particularly those from marginalized or vulnerable populations. It is the policy of the Cabot School District to end discrimination based on race, color, religion, national origin, sex, ancestry, age, veteran status, disability, sexual orientation, gender identity, family composition, or family income.

This policy enables and sustains the goals of Cabot School's continuous improvement plan, specifically, in committing to create a safe environment where each student feels free to take the risks necessary to grow.

#### Expectations for Administration & School Board

The Principal has lead responsibility for assuring compliance with this policy and must ensure that the School takes affirmative steps to achieve and sustained the inclusive environment called for by this policy. Consideration of this policy should be integrated into decision making and planning for curriculum, activities, and classroom practices.

The Cabot School Board will promote and support efforts within the Supervisory Union, the region, and the State that effectuate the goals of this policy.

#### Professional Development

The development and sustainment of a faculty and staff committing to eliminating achievement and access disparities for students is integral to success, and to fostering the inclusive learning environment necessary for all students to thrive. The Cabot School Board supports professional development opportunities and in-service training that is intended to:

- strengthen the knowledge and skills needed to identify and counteract biases and implicit biases;

- counter practices that perpetuate disparities in achievement and access, even if unintentional; and
- support inclusive teaching and learning practices.

### Curriculum

The Cabot School shall continually evaluate the delivery of its curriculum and other educational resources to ensure that all students have equitable access to high-quality and culturally relevant instruction. The Cabot School will ensure that the curriculum incorporates the voice, culture, and perspective of all students, emphasizing the need for inclusivity for students from historically marginalized or vulnerable populations.

### Assessment

The Cabot School Board, in conjunction with the administration, shall periodically review this policy and others to ensure the Cabot School is serving all students and is, in fact, creating a tolerant, inclusive, and enriching learning environment.

*Date Warned: 5/27/2020 - Cabot*

*Date Adopted: 6/22/2020- Cabot*

*Cross References: F30: Prevention of Harassment, Hazing and Bullying of Students  
D12: Harassment of Employees*