Equity is providing each student the support that they need to be successful.

Inclusion is providing access to the core curriculum for each student in the least restrictive environment.

**Strategies for 2022/23**

**Professional Development**
- Universal Design for Learning via professional development days and early release days.
- Cultural Proficiency via After School Seminars.
- Safe Schools Equity & Inclusion training via online modules.

**Human Resources**
- Partner with the Yakima Valley College, Bachelor of Applied Science Teacher Education program to support a pipeline of diverse educators. Schedule outreach to paraeducators.
- Recruit bilingual candidates to increase the candidate pool for staff positions.

**Safe Schools**
- Staff members maintain high expectations for student behavior.
- At the High School, use Ram Strong as a vehicle to support a safe learning environment and empower bystanders to “see something - say something” when they see someone who is subjected to harassment, intimidation, or bullying.

**Student Engagement**
- Provide after school activities, such as art and robotics, at each elementary school.
- Invite community members to assist students with after school activities at all schools.
- Partner with community agencies to provide mentors for secondary students.
- Eliminate “Pay to Participate” fees.

**Family Engagement**
- Provide opportunities to review district trainings and data analysis for Equity & Inclusion.
- Provide English-as-a-Second-Language (ESL) and Community Plaza for adult education.
- Educate parents of Mid-Level Campus students regarding the high school academic program.
- Provide technology training so parents know how to use Skyward to check student progress.

**Community Engagement**
- Provide activities at our schools to bring the community together.
- Host activities that provide opportunities for all ages to come together.
- Partner with community-based service organizations for collective impact.

**Data Analysis**
- Collect and analyze quantitative and qualitative data, including perceptual data from students, staff, and families.
- Disaggregate data to identify any differences among sub-groups.

*Updated 4/29/22*